

UN conference told of 'starvation before next harvest'

Warning of the danger of starvation in many parts of the world was given yesterday, on the United Nations World Conference, by a group of 25 internationally known experts.

Experts call for urgent action

ter Nichols
of 4
United Nations World Conference opens here to delegates that "the question before us is any of the world's may not survive until harvest".

Dearer petrol and higher pension in TUC Budget advice

By Paul Routledge
Labour Editor
Union leaders yesterday suggested higher petrol and diesel oil prices and increased taxes on luxury goods to help to pay for a £2,000m programme of government investment in industry and the social services.

Majority of 14 for Government in first vote

By Hugh Noyes
Parliamentary Correspondent
Westminster, Monday
The first vote of the new Parliament last night gave the Government an unexpectedly comfortable majority of 14, which was 11 more than its majority over all opposition parties.

Coach-bomb woman jailed for 30 years

Judith Teresa Ward, formerly of the Women's Royal Army Corps, was jailed at Wakefield Crown Court, West Yorkshire, yesterday for a total of 30 years for causing the M62 coach explosion and the blast at the National Defence College at Latimer, Buckinghamshire. She received concurrent life sentences on each of the 12 murder charges.

Watergate trial surprise

The prosecution produced a bombshell at the Watergate cover-up trial in Washington—a memorandum written by Mr Howard Hunt, one of the Watergate burglars, saying the White House had promised him and the others hush money and pardons.

Lorry pay claim

Union leaders of British Road Services lorry drivers yesterday demanded a new wage deal in line with the settlement that ended the Scottish strike.

Stock market hit

London stock markets suffered further falls yesterday on fears in the City of renewed wage inflation or industrial disruption. Fresh selling hit the gilt-edged market, with pressure falling more heavily on the shorter dated stocks.

More rail chaos

Southern Region train services are expected to be disrupted this morning as the signalmen's strike which began at 2 pm yesterday continues.

On other pages

Features, pages 10, 14
Ludovic Kennedy on the shadow of the Russian navy; Bernard Levin on Wexford's music festival
Prudence Glynn on fashion
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Dr Kissinger begins peace mission in Cairo today

From Our Own Correspondent
Rome, Nov 4
Dr Kissinger arrived in Rome tonight from Belgrade for brief consultations with Italian leaders before flying on to Cairo tomorrow.

Reply to Mr Wilson by Simonstown critic

By Our Political Staff
At least two of the three ministers reprimanded by Mr Wilson for criticizing Government policy over Simonstown in the National Executive Committee have now sent replies.



World problem: Bangladesh relief workers in Dacca help an old man who collapsed while waiting for food. Report, page 7.

Government to view firework controls

A Staff Reporter
The Government is to carry a full review into the need extending controls over fireworks, it was announced yesterday.

Workers blockade factory in protest over sugar deal

By Hugh Clayton
Deliveries from the largest sugar refinery in Britain ceased yesterday as workers began a blockade in protest against the Government's acceptance of EEC arrangements for the marketing of sugar.

Three killed by train at level crossing

Two women and a man were killed when they were struck by an empty oil train at a level crossing at Bramley station, near Basingstoke, Hampshire, last night.

Poll shows British want to stay in EEC and try to obtain better terms

By a Staff Reporter
The British public appear to be much more interested in negotiating better terms for continued membership of the EEC than in pulling out of it, according to a poll published by Louis Harris yesterday.

Zambian troops take over vehicle servicing

From Our Correspondent
Lusaka, Nov 4
Zambian troops moved in at dawn today to take over deposits of the country's mechanical service branch which services Government vehicles.

Egypt, Sudan & Ethiopia Superflights

3 a week to Cairo and 2 to Khartoum—all non-stop. And 6 a week to Addis Ababa (with Ethiopian Airlines). Details from your travel agent.

British Airways
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[Image of a British Airways aircraft]

HOME NEWS

Army plain-clothes detectives secretly help Ulster police in hunt for sectarian killers

From Christopher Walker Belfast
More Scotland Yard-trained members of the Army's Special Investigation Branch have been drafted in to assist detectives of the Royal Ulster Constabulary investigating sectarian assassinations in Ulster.

After that tailed off, the numbers dropped significantly.
The plain-clothes SIB investigators, the Army's equivalent of the CID, normally investigate internal crimes within the Army.

delegation inspecting attempts to rebuild the camp after the recent riots.
The prisoners said: "We do not recognize the right of the SDLP to speak or act on our behalf, and we will not take part in a charade designed for no other purpose than to aid that party a time when their credibility is virtually zero."

Police and farmers in cattle port struggle

From Trevor Fishlock Holyhead
Hundreds of farmers besieged the gates of Holyhead docks last night as a ship carrying 600 cattle from Ireland approached the port.



Royal gallery visit: The Queen (left), Lady Sarah Armstrong Jones and Princess Margaret admiring a four-faced astronomical clock, made in 1768, at an exhibition of a collection started by George III, at the Queen's Gallery yesterday.

Train service chaos expected again

By Our Labour Staff
Morning rush-hour rail services on Southern Region are expected to be severely disrupted today by staff at 22 key signalboxes who are holding a 24-hour stoppage over a pay claim. Services last night were badly affected.

Retarded girl detained for life over killing

A girl aged 16 but with a mental age of 10 was ordered at Newcastle on Tyne Crown court yesterday to be detained for life for killing her blind grandmother, aged 80, by setting her on fire.

Lorry drivers seek parity with Scots

By Alan Hamilton Labour Staff
Union leaders of nearly 20,000 British Road Services lorry drivers yesterday lodged a claim for substantial pay increases in line with the wage deal that ended the Scottish transport strike.

Police and farmers in cattle port struggle

From Trevor Fishlock Holyhead
Hundreds of farmers besieged the gates of Holyhead docks last night as a ship carrying 600 cattle from Ireland approached the port.

Health debate grows as sewage talks fail

From Ronald Faux Glasgow
The Clyde, until recently a proud example of what modern purification can achieve over generations of pollution, is now darker and dirtier by the weight of 3,000 million tons of raw sewage.

Health debate grows as sewage talks fail

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The Clyde, until recently a proud example of what modern purification can achieve over generations of pollution, is now darker and dirtier by the weight of 3,000 million tons of raw sewage.

Health officials take the view that since Glasgow's supply of drinking water is not taken from the Clyde and cannot be contaminated by the filth now being poured into the river, there is no threat to health.

The likelihood of health hazards is very remote of the same thing happening in Glasgow, but it is very sad that it should spoil its excellent health record.

The board was concerned towns such as East Kilbride, Hamilton and Airdrie, which are on the Clyde, when we have been putting two of oxygen a day into the polluted area.

Slow start to consultants' work-to-rule

By Martin Huckerby
Mrs Castle, Secretary of State for Social Services, last night criticized the hospital consultants for taking industrial action over the planned abolition of pay beds.

Irish stately home destroyed by early morning fire

Powerscourt House, Bray, Co. Wicklow, one of the finest Georgian mansions in Ireland, was destroyed by fire early yesterday. Also destroyed were its contents of valuable furniture and antiques.

QC says undertaker paid coroner's officer for work

A coroner's officer demanded money from an undertaker in exchange for putting more work in his way, it was alleged at the Central Criminal Court yesterday.

Christian sect under scrutiny

The Charity Commissioners have appointed Mr Hugh Francis, QC, to conduct an inquiry into the religious charities of the Exclusive Brethren, a Christian sect with communities throughout the world.

Lord Olivier to direct opera

Lord Olivier has accepted an invitation to direct his first opera, Verdi's Macbeth, at the Metropolitan Opera, New York, in 1976.

Ruling reserved in appeal on fees for flats

The House of Lords yesterday reserved judgment in an appeal by a woman against her conviction on charges under the Accommodation Agencies Act, 1953.

Court told of 'widespread illegal immigration'

Det Sergeant Terry Healing, of the immigration squad at Scotland Yard, said at Middlesex Crown Court yesterday that he thought the illegal entry of immigrants was "far more widespread than the press would have us believe".

Dorothy Squires alleged to have paid for BBC trip

Dorothy Squires, the singer, paid for visits to Malta and Gibraltar made in 1970 by Jack Dabbs, a radio producer, when he was in charge of the BBC's Sunday programme World-Wide Family Favourites.

Man cleared of Buggy murder

Francis Daniels, aged 64, a gambling club owner, of Portland Place, St. Marylebone, London, was acquitted at the Central Criminal Court last night of murdering John (Jack) Buggy seven years ago.

Firemen ban overtime

Representatives of Britain's 35,000 firemen yesterday voted to ban the use of overtime by brigades finding themselves short-staffed when a 48-hour week for firemen starts on Friday.

Three hurt in raid

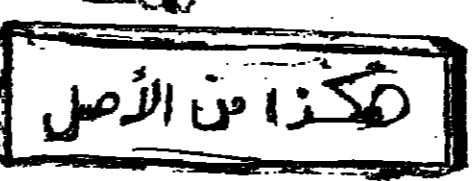
A gang wearing masks attacked three people in a house in Alexandra Road, Southend-on-Sea, yesterday, and stole cash and jewellery worth more than £4,000. The victims were treated in hospital.

£620 fines on hotel

A Llandudno hotel was found by public health officials to be in a filthy condition, the town's magistrates were told yesterday. Fines totalling £620, with £30 costs, were imposed on North Western Hotel (Llandudno) Ltd, which is now for sale. The company pleaded guilty to 48 summonses.

Weather forecast and recordings

Weather forecast and recordings section containing maps of the UK and Europe, and a table of weather data for various locations including London, Manchester, and Glasgow.





Would he have a better chance if it were any other car coming?

There'll always be the child who dashes into the road without looking.

Somebody who steps out from behind a parked car.

The other driver who jumps the lights.

No road safety campaign will ever stop people acting foolishly, even recklessly.

Sooner or later you'll meet it yourself. Maybe next month, next week, perhaps even tomorrow.

On today's roads it's almost inevitable.

And that's when you find out what performance in a car really means.

It isn't good 0 to 60 figures or a high top speed.

It's having a car that, whatever the conditions, puts you in complete control.

People often talk about the remarkable feeling of assurance you get in a Mercedes.

The way the power steering, for instance, keeps you in touch with the road even in the wet and snow.

The security of having disc brakes

all round on a dual-circuit, servo-assisted braking system.

But there's far more to it than that.

More than any other car a Mercedes-Benz is designed and engineered for safety.

On the 450SEL—or any S-Class—you can burst a tyre at 70 mph and the steering and suspension make sure you pull up safely in a straight line.

You can brake hard without any trace of nose-dive.

'Motor' described the handling of the 450SEL as "absolutely astonishing." One of their most experienced testers said it was the best car he'd ever driven.

In an accident, no car looks after you better than a Mercedes.

But in a Mercedes you've a better chance of avoiding an accident in the first place. Safety, after all, isn't only looking after yourself.

Not on today's roads.

It's looking after other people.



HOME NEWS

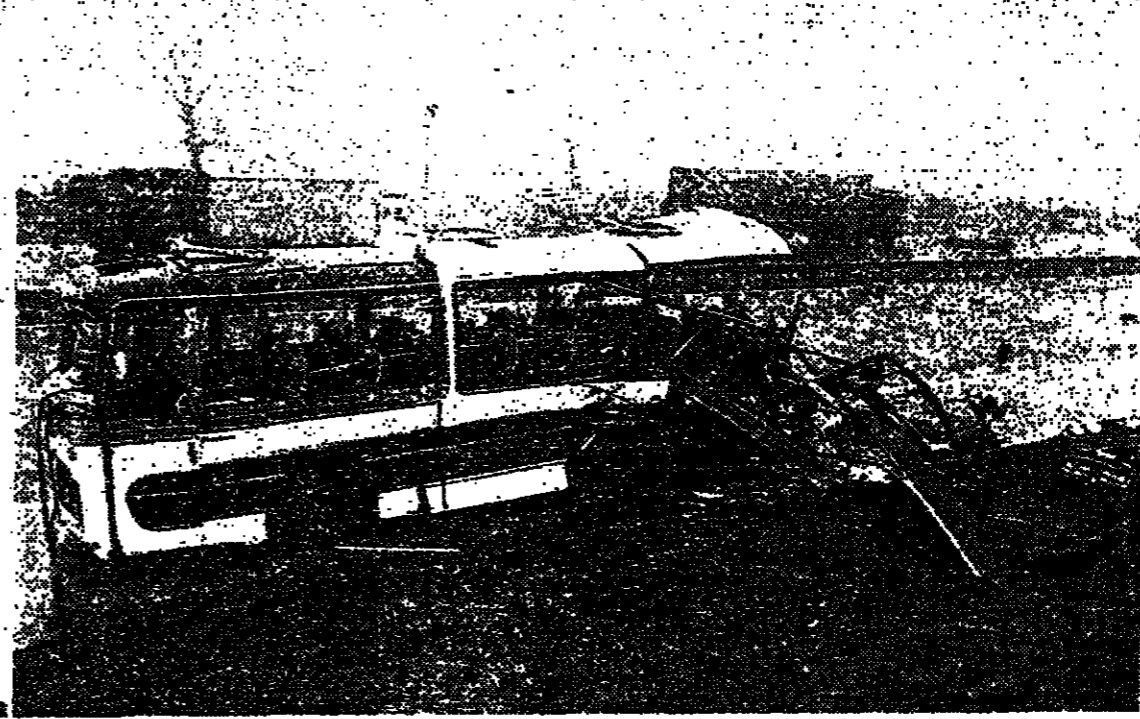
Thirty years' jail for woman in M62 coach bomb trial

After a retirement of five hours and 40 minutes the jury at Wakefield Crown Court... Miss Ward was jailed for life on each of the 12 murder charges...

and I should have thought you probably ought to have known... The judge, commending police officers and tributes to Police Constable Ronald Barnes...



Judith Ward and the wreckage of the army coach after the bomb explosion on the M62 in Yorkshire last February.



ing attacks has not been a successful strategy and it may be that the Provisionals' Army Council will now order...

nearly a dozen men under their control. In every detail the sisters fulfilled their orders...

The investigation into the Guildford attacks is a textbook example of painstaking police work. In the few hours that both public houses were open...

two people, a man and a woman, missing from our records and we are sure they were the ones who planted the bombs.

trial about the death of her husband, Miss Ward demonstrated the qualities required by the Provisional IRA in their leaders.

Selection in Birmingham schools to go within year

From Arthur Osman Birmingham Birmingham will have a fully comprehensive system of education by next September...

Cabinet responsibility 'should be tied to Labour policy'

By George Clark Political Correspondent The principle of collective Cabinet responsibility which has been invoked by Mr Wilson...

let produced a few years ago entitled Labour-Party or Puppet? arguing for greater democracy within the party.

are individually and collectively responsible solely to the party conference for their behaviour on the NEC.

do the unpaid, unglamorous work of the movement, and gladly, provided they know they have an effective say in policy.

responsibility doctrine was always a bit fuzzy round the edges. Thirdly, there are many precedents for breaking it.

Prison unit violates rights, say reformers

By Peter Evans Home Affairs Correspondent The use of the special control unit in Wakefield prison, which excluded association with other prisoners...

Proposal to impose school exam fees condemned

By a Staff Reporter Teachers' unions yesterday condemned a proposal by Somerset Education Authority to charge pupils examination entrance fees...

AMA assistant secretary, said: "The amount of money being saved by this particular measure is so tiny it is hard to justify, particularly in that it is to some extent introducing an element of means testing."

'Stagnation' for Lancashire if plan is accepted

From Our Correspondent Preston Lancashire would face 10 years of stagnation if a "planners' dream" was accepted by the Government...

Asian graduates in UK 'living in dream world'

By Our Home Affairs Correspondent Asian graduates in white collar jobs whose expectations of life in Britain have not been fulfilled are apparently still making no immediate plans to return home.

Company cleared of exporting to Rhodesia

From a Staff Reporter Birmingham A Somerset company and its sales director were found not guilty at Birmingham Crown Court yesterday...

Hunt for missing menagerie ends in a breaker's yard

From Our Correspondent Cambridge Police forces scouring the Home Counties for a missing circus, which included two elephants and a troop of liberty horses...

ponies and a Highland cow. After the police in Cambridge had found the missing circus at Chesterton, it transpired that the disappearance had been planned by one of the family.

Most people favour higher rates to help the disabled

By Pat Healy Social Services Correspondent More than two-thirds of the British public would be prepared to pay higher rates to finance more help for disabled and sick people...

Tories abandon proposal to challenge poll

Conservative electors in Dunbartonshire, East, yesterday abandoned ideas at challenging the election of their Scottish National Party MP...

Belated opposition to holiday homes

From Trevor Fishlock Cardiff The people of Aberdovey, in the Snowdonia National Park, want the Secretary of State for Wales to stop a large housing development now under way in the village...

Mr Crossman literary estate is put at £791

Literary property left by Richard Crossman, the Labour Cabinet minister and journalist, is shown as £791 of his will published today.

'Life' for attack on sister-in-law

Sentence of life imprisonment was passed by Mr Justice Mocatta at Newcastle upon Tyne yesterday on C Watson, aged 22, of Sotherton, who was charged with the murder of Miss Maureen Wilson, 20, his sister-in-law...

Most people favour higher rates to help the disabled

By Pat Healy Social Services Correspondent More than two-thirds of the British public would be prepared to pay higher rates to finance more help for disabled and sick people...

implement the Chronically Sick and Disabled Persons Act, and proposing to introduce new social security for some disabled people.

age groups, but it totalled at least 60 per cent in all age groups, social classes and regions.

National Insurance scheme but those benefits are considerably lower than for war and industrial injury. The congenitally disabled, the major part of the group, receive no state help at all unless they are so severely disabled that they qualify for the attendance allowance.

years ago. About 20 buildings have been started. The villagers did not appreciate the true nature of the scheme until three months ago...

new houses could not be built. They are also worried about sewage disposal. A condition of the planning permission was that the developer should provide adequate sewage disposal.

Talks
on fut
of air
project

2,329,500 oscillations per second

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It is the most accurate in the world.
You'll see why when you turn over.**

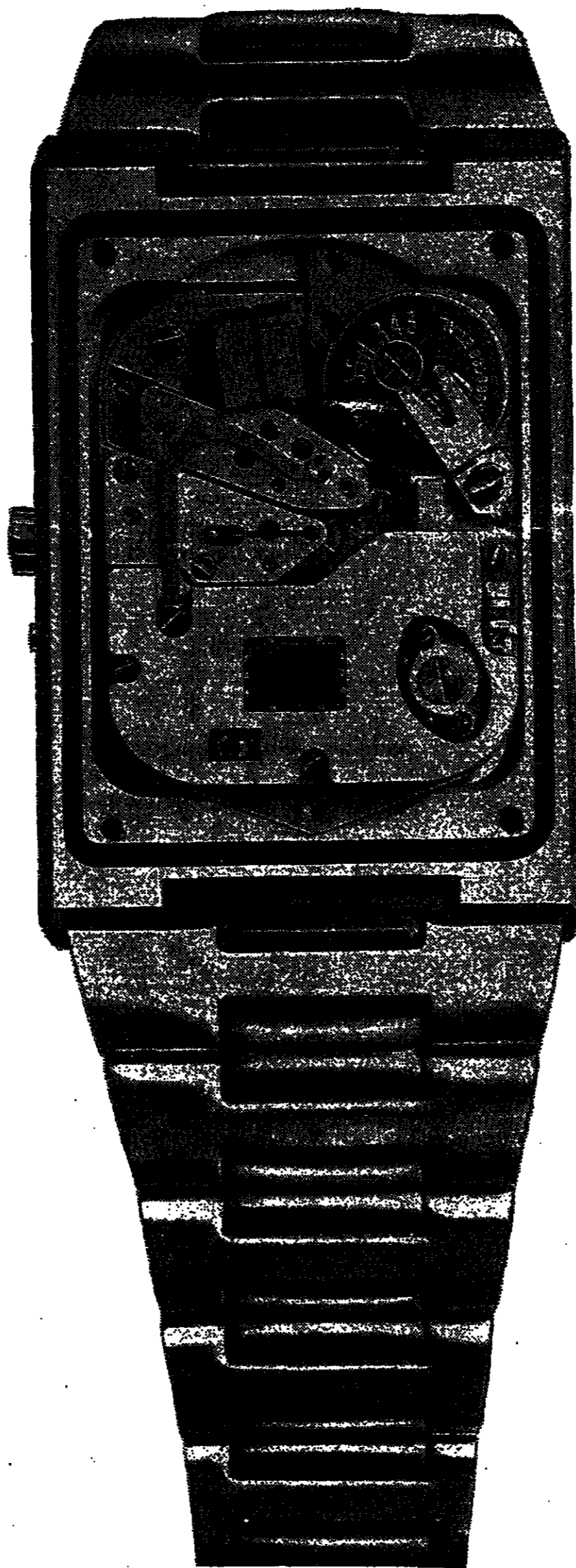


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2,359,296 oscillations per second.



You are looking at the inside of the most accurate watch ever made—the Omega Megaquartz 24. What makes it such an unprecedentedly precise timekeeper is the impressive statistic at the top of this page.

The number of oscillations in a watch is what governs its accuracy. Now consider this.

An ordinary watch oscillates (or ticks) between 2.5 to 5 times a second.

A good electronic watch oscillates 300 to 720 times a second.

The Megaquartz 24 vibrates at the unimaginable rate of 2,359,296 times a second.

Until now this kind of high frequency electronic movement had only been possible in time centres and observatories.

But Omega have now achieved the seeming miracle of encompassing this complex mechanism inside a watch case.

The result is unquestionably the most accurate watch ever made. A watch that is a hundred times more accurate than many laboratory instruments.

A watch that is so accurate it can be tuned to you—and the way you wear it—to give you an accuracy of within one second a month.

The Omega Megaquartz 24 is as close to perfect accuracy as a watch can be.

So close, that you'll never need to use your phone to check the time. In fact, with a watch this accurate, perhaps they should be calling you.

PS. If accuracy alone isn't enough—Omega believe this to be one of the most beautiful watches they have ever made.


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T EUROPE

and EEC agree on need to courage developing nations to produce more food

vid Cross Nov 4. world must be ed to increase its food to avert future shortages, the United of the European Con- gress today.

ference, which opens in Rome tomorrow. In what Mr Butz described as "frank, cordial and completely candid" talks, the two men discussed world cereal supplies and steps to overcome any shortages next year.

more food, he added. But the problem of world food supplies must be shared by more nations, including the Soviet Union and the Arab oil-producing countries.

ngladesh ars out althus's ophecy

Michael Hornsby Nov 4. few of the countries of the World Food Con- ce, which opens in Rome row, is the problem of ng an ever expanding ation so acute as in ladesh. Hundreds of alis are dying here every from famine and related uses.

few countries does the of solving the problem. It is arguable that the tion envisaged by Malthus, re runaway population ansion is held in check only famine, disease and war, has ady come to pass in Bangla- h whose 75 million inhab- ts would increase on present w trends to between 160 llian and 170 million by the t 2000.

population of this order ked into Bangladesh's 55,000 are miles would be equiva- t in terms of density to 600 lion living in France.

s it is, with more than 1,300 le on average to every are mile. Bangladesh is ady the world's most densely lated country. It is difficult see how an agrarian con- vity, in which agriculture is livelihood of 75 per cent of labour force, could sustain ensity of this order.

he average size of landhold- is already very small, and number of unes- sants, who are dependent on at they can earn as labourers ring the sowing and harvest- seasons, is steadily growing. Although rice production has t about doubled over the last years, keeping somewhat ead of population growth, out- t flattened out in the late 60s and has hardly increased ce then, while population has un- nued its upward pressure. Even before the slowdown in od output some 75 per cent rural families and 75 per cent urban families were getting low the minimum acceptable loric intake and about two- rds of families were deficient i proteins and vitamins. Since ten the per capita availability f rice has steadily declined.

The consequence of these inadequate nutrition levels is drastic lowering of the physical and mental efficiency, resistance to disease and work apacity of perhaps half the adult population.

Call to build up world stocks of food

Continued from page 1 enjoy the greatest capacity to mnt the bill. "If the financing is combined with some restraint on affluent consumption—of food, of ferti- lizer—further inflationary pres- sures can be avoided. The high protein diets and the scale of non-agricultural use of fertilizer among the wealthy suggest the practicality of some strategy of restraint.

"We believe that the funda- mental test of the seriousness with which governments and peoples confront the risk of spreading famine is whether a firm commitment to provide the necessary finance and secure the needed supplies is made before the end of the food conference."

"The document goes on to deal with longer term action. "The existence of large-scale food stocks and of cropland withdrawn from cultivation in the United States in the 1950s and 1960s acted as a buffer against violent fluctuations in price in the wake of uncertain weather or other emergencies. The inflationary consequences of their disappearance in the last two years suggests the common interest in building them up again."

"We support the policy of restoring grain stocks to the necessary level, of financing them internationally, placing them under international supervision and reaching an agreed policy on floor and ceiling prices."

"We also support the strategy of setting aside a 10 million ton grain reserve, for use in emergencies, to provide concessional aid and to underpin a direct attack upon diseases and disabilities due to malnutrition."

"We do not believe that the present crisis of food and ferti- lizer shortage and inflationary pressure can be quickly offset by the efforts of the poorest countries themselves, least of all under the continuing con- straints of rapid population growth."

"We therefore endorse the proposal put forward by the World Food Conference Secre-

tarial that a special investment effort in agriculture of the order of \$18,000m to \$20,000m a year be undertaken, with a \$5,000m input of external re- sources—a figure four times higher than today's aid to the farm sector.

"Our only doubt is whether this figure may not prove inade- quate. No doubt, a careful use of some of this capital, as the official strategy suggests, for instance, to rehabilitate irriga- tion schemes, or increase the efficiency of existing fertilizer factories, would secure a maxi- mum return."

"But we recall that even if official development assistance is almost doubled by 1980, the poorest countries, containing at least 20 per cent of all the world's people, are threatened with an actual decline in their already precarious standards."

"We therefore believe that the sums proposed in investment and aid should be substantially larger. "We therefore support the proposal for a special agricul- tural fund. We urge the 'old nations' and the 'new rich' among the wealthy members of OPEC (the Organization of Petroleum Exporting Countries) to come together with the devel- oping peoples to agree upon accelerating investment pro- grammes in agriculture, bring- ing together the wealth and managerial skills in developed lands, the investment funds of the wealthiest oil producers and the needs and agricultural potential of the poorest coun- tries."

"In the long run, the chief hope for a sustained and reliable food supply for the developing peoples is a maximum devel- opment of their own capacity to produce food."

"External assistance, chan- nelled through an agricultural fund, can act as a stimulant and catalyst, provided its effect is not offset by falling prices for primary materials and by the continuance of largely unequal and unstable relations for the poorest partners in world trade."

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Police search a car on the road from Rome to the Leonardo da Vinci airport yesterday after telephone warnings of an impending attack on the airport.

President's pledge to Italians

From Our Correspondent Rome, Nov 4. As fears of a coup continued to be felt in Italy, President Leone today assured the country of the armed forces "absolute loyalty to the constitution and to democratic ideals".

His message, on the occasion of the annual Armed Forces Day, was published in news- papers next to disclosures that fascists had still been plotting a violent coup as recently as last month.

Spanish industrialist resigns

From Our Correspondent Madrid, Nov 4. Señor Francisco Fernandez Ordóñez today resigned as president of Spain's big state-run industrial cartel, Inti (National Institute for Industry). His resignation came after the apparent shift to the right in the Government's domestic policy last week, when two relatively liberal ministers left the Cabinet.

Oxford women killed in France

Abbeville, Nov 4.—Three Englishwomen died in a blazing car today after it left the road near Abbeville and crashed into a tree. They were identified as Johanna Moore, of Oxford, her sister Josepha Conder and Jane Rubensou. Karin Ann Moore, aged 23, also of Oxford, and Joseph and Sacha Conder, aged four and one, were thrown clear of the crash and were taken to an Abbeville hospital. — Agence France-Press.

Wine dealer's books 'tampered with'

From Richard Wigg Paris, Nov 4. A senior inspector of the French anti-fraud squad told the court when the Bordeaux wine scandal trial resumed today that "with the ullages practised there, no wine had the right to the label appella- tion contrôlée coming out of the Cruse cellars."

Ullage is the term in the trade for filling up a cask to make good the wine lost by evaporation and to prevent a layer of air affecting it.

But M Julien Le Dertf, giving evidence of his investiga- tions, said that when he went to inspect the Cruse establish- ment he noticed "there was only one wine being used for the ullage of all the casks". He asserted that two members of the Cruse family, Alain and Henri Francois, told him they used "an excellent wine from

229 cases of typhoid in West Germany

From Our Own Correspondent Bonn, Nov 4. Eighteen days after it began, the typhoid outbreak in West Germany reached a total of 229 cases today, 213 of them in the southern state of Baden-Württemberg.

The remaining 16 cases are scattered across seven other states. The authorities believe that in the next few days the incubation period for people who contracted the disease at its source will have expired.

Bonn Minister flies to Saudi Arabia

Frankfurt, Nov 4.—Herr Hans Friderichs, the West Ger- man Finance Minister, left by air today for a four-day visit to Saudi Arabia during which he will have talks with King Fai- sal.—Agence France Presse.

Breath tests prove Dutch to be sober drivers

From Our Correspondent The Hague, Nov 4. Holland's first confrontation with breath tests has revealed that the Dutch, at first sight, are remarkably sober when driving.

Of the 35,955 drivers, includ- ing motor cyclists, who were stopped during the night at the weekend, only 51 were found liable to prosecution. Of the 317 subjected to the breath test, 92 were told to hand in their car keys and walk home.

One policeman was killed by a driver who refused to stop for control. Under the new law the alcohol level per gram in a driver's blood may not exceed 0.5 milligrams.

In Rotterdam riot police were called in a confrontation between taxi drivers and the local authorities. The taxi drivers protested against the opening of a weekend night bus service after the public houses close between 1 am and 2 am. They claim that the public house customers are exclusively their clients, as Rotterdam has no normal night buses. The taxi men blocked the new bus routes and threatened to attack the bus drivers. Some buses were damaged, and police guards were put on board.

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Communist role in French strikes under fire

From Richard Wigg Paris, Nov 4. The Communist Party and the communist-led General Confed- eration of Labour (CGT) are trying to make political capital from the wave of strikes afflic- ting France. M Xavier Beau- champs, President Giscard d'Estaing's press spokesman, said in Paris today.

The President discussed the continuing postal workers' strike, tomorrow's stoppages in the nationalized gas and elec- tricity industries, and the begin- ning of regionally staggered strikes on the French railways with M Chirac, the Prime Min- ister, at the Elysee today.

M Beauchamps said the Presi- dent regarded the strikes as the expression of a "difficult econ- omic phase" facing France. A phase which would require treatment adapted to each strike as it arose.

Earlier M Gabriel Peronnet, secretary of State for the Civil Service, and M Henri Krasucki, one of the CGT's national sec- retaries, had clashed publicly over whether politics or labour dis- contents lay behind the strike. M Peronnet had emphasized the Government's willingness to try to meet the workers' demands; Krasucki had insisted that the Government's terms for settling the postal strike, which now goes into the third week, were inadequate.

The two sides resumed nego- tiations today, but the per- centage of post office staff absent from work rose and the unions claimed that they were under pressure from their rank and file to stand firm.

The Government's accusation of political interference was supported today by the moderate Force Ouvrière movement. On the state railways it advised its members not to join tomorrow's protest, arguing that the 4 per cent increase ordered by the Government from November 1, making 15 per cent for the year, was acceptable.

But the most resolute strike action today came from a section of the middle class. 15,000 prop- rietors of firms retailing domestic fuel or oil for industry. They began a campaign, which they plan to extend across the country if the Government does not agree swiftly to negotiations, to block oil refineries.

They are protesting against the Government saddling them with a 10 per cent fuel rationing scheme. Leading article, page 13

Gibraltar seeks more aid from Britain

By A. M. Rendel Talks on British aid to Gibralt- ar began at the Ministry of Overseas Development yester- day. A strong team from the Gibraltar Government arrived in London over the weekend, led by Sir Joshua Hassan, the Chief Minister. Marshal of the Royal Air Force Sir John Grandy, the Governor of Gibraltar, is taking part.

Yesterday Sir Joshua Hassan lunched with Mrs Judith Hart, Minister of Overseas Develop- ment, after which they had a private talk. The background to these dis- cussions is that Gibraltar has been receiving an annual aver- age of £2m capital aid from Britain to enable it to face the serious restrictions placed upon development of the Rock by the closing of the frontier with Spain. In March 1973 the Conservative Government pledged a continuation of aid after the current agreement ex- pires in March 1975.

Sir Joshua has now asked for a further agreement of rather more than £12m to be spread over a minimum of three years, which could mean an average of £4m a year, twice the former rate. Speaking to The Times yester-

day, Sir Joshua claimed that the increase was justified by the current steep rise in costs. He said that the aid would be spent in particular on housing and education and vocational train- ing facilities, including a com- prehensive girls' school to match the existing comprehen- sive school for boys, and on sports and other social services, in particular for the benefit of youth groups. Improved amenities for tourists are also proposed.

There is some risk that, with- out improvement in housing and education, young Gibralt- arians will emigrate rather than face a possibly uncertain future within the two-and-a-half square miles of the Rock. The British pledge to support Gibraltar against the handicaps placed upon it by Spain could then ultimately fail in its purpose.

The talks will last a week. In view of the present difficult economic situation, British representatives say that the pro- gramme of development, which has been prepared for Gibralt- ar by Professor G. Clayton of Sheffield University, will natu- rally have to be scrutinized in close detail, but there seems no doubt that substantial aid to the 23,000 people now living on the Rock will be maintained.

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Advertisement for Dr Schlesinger. Text: '229 cases of typhoid in West Germany. From Our Own Correspondent Bonn, Nov 4. Eighteen days after it began, the typhoid outbreak in West Germany reached a total of 229 cases today, 213 of them in the southern state of Baden-Württemberg. Bonn Minister flies to Saudi Arabia. Frankfurt, Nov 4.—Herr Hans Friderichs, the West Ger- man Finance Minister, left by air today for a four-day visit to Saudi Arabia during which he will have talks with King Fai- sal.—Agence France Presse.'

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OVERSEAS

Missing memorandum produced suddenly at Watergate trial

From Patrick Brogan Washington, Nov 4. The Watergate trial had a moment of drama this morning when the prosecution produced a memorandum from one of the original burglars...

Mr Nixon fit enough to walk with nurses' help

Long Beach, California, Nov 4. Former President Nixon was fit enough to walk today in his hospital room for the first time since his operation for phlebitis last Thursday.

'Arab terror' banner as Jews protest to UN

Thousands of American Jews converged on the United Nations today for a mass demonstration to protest against the recent decision by the world body to accept the Palestine Liberation Organization to address the General Assembly.

Hopeless hopefuls of US election

From Fred Emery Washington, Nov 4. You would never know it from the polls and the forecasters, but there are candidates in America's elections tomorrow who will do far worse than the Republicans.

and has gained good marks for her common sense. She could conceivably hurt Senator Javits, the Republican incumbent, if she attracts more than a wafer slice of the vote.



Demonstrators protest at a War of Independence monument in Boston over compulsory busing in schools.

Coloured play to be staged in white S African theatre

From Michael Knipe Cape Town, Nov 4. The complexities of South Africa's race relations have received a curious new twist with the announcement that a play by a Coloured playwright and featuring Coloured characters will be performed at the Nico Malan theatre in Cape Town.

Kenya's restrained welcome for Royal Navy flotilla

From Our Correspondent Nairobi, Nov 4. The Kenyan and British Governments are apparently in agreement over playing down the visit of the Royal Navy flotilla which recently took part in the joint exercises with the South African Navy.

Dr Allende's sister held

Santiago, Chile, Nov 4. Senatoria Laura Allende, the sister of the late President Salvador Allende, has been arrested and accused of possessing hand grenades and keeping clandestine contacts with left-wing extremists, the military Government announced today.

Malaysia warning on communist split

From Our Correspondent Kuala Lumpur, Nov 4. A split in the Malayan Communist Party (MCP) has been confirmed with the publication this week of a Marxist-Leninist splinter group's manifesto accusing party leaders of crimes ranging from murder to ideological betrayal.

Israel deports West Bank Arab leaders

From Eric Marsden Jerusalem, Nov 4. The editor of an east Jerusalem newspaper and the deputy mayor of a West Bank town were among four Arab leaders deported by Israel today.

Proposal for Turkish regional in Cyprus

Nicosia, Nov 4. Mr Denktash, the Turkish leader, said today that he is planning an interim administration for the Turkish part of the island which would be a "Turkish government of the state".

Iranian Navy on exercise in the Gulf

From Our Correspondent Teheran, Nov 4. Watched by the Shah, the Iranian Navy today began its biggest exercises yet in the Persian Gulf and the Gulf of Oman.

Mr Bourguiba wins fourth term in Tunisia

Tunis, Nov 4. President Bourguiba has been re-elected in Tunisia for a fourth consecutive five-year term.

Bihar clash in protest against corruption

Delhi, Nov 4. Riot police, using batons and tear gas, today foiled attempts by thousands of anti-corruption demonstrators to besiege Government offices and the houses of ministers in the Bihar state capital of Patna.

Former officer sues Greek junta leaders

From Mario Modiano Athens, Nov 4. A cashiered Greek naval officer today sued for treason 19 junta leaders and military commanders, claiming that Greece's failure to help the Cypriots when Turkey invaded, had been due to the poor state in which they had maintained the Greek Navy.

Police accused of killing villagers in S Vietnam

Saigon, Nov 4. A police raid in a small South Vietnamese village touched off a new crisis today for the troubled regime of President Thieu.

Soviet courier in airport dispute leave Sydney

From Our Correspondent Melbourne, Nov 4. The weekend stalemate between the two Soviet diplomatic couriers who refused to go to security checks at Sydney airport, ended today when they took off by Thai Interair Airlines without going through the security checks on both British Airways Qantas, the Australian air insisted.

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Consider UK interests to be covered by monstrow review

OF COMMONS
ETER WALKER (Worcester) asked the Secretary of State for Foreign and Commonwealth Affairs to make a statement upon the defence arrangements in Africa.

JAMES CALLAGHAN (South-East, Lab)—In the House last Wednesday the Government are reviewing arrangements arising in the Simonstown Agreement, and also the wider Africa interests throughout Africa.

WALKER—The recent general election was a defeat for the Labour Government. Since the Labour Government of 1964-70 reviewed the Simonstown Agreement, the Soviet Navy has substantially increased in the south Indian Ocean.

CALLAGHAN—Since 1953 there have been five major powers in Africa, apart from that, were there are some 42 independent countries in Africa. As for the Indian Ocean, the Soviet Union, by the French and the American navies. All these must be taken into account.

KINNOCK (Bedfordshire)—The last major act of piracy in the high seas was committed by the United States against Cuba at the beginning of the 1960s. In the area of most experts in this field, the United States has a high level of expertise. Some of the most expert people in the world are in the United States.

CALLAGHAN—This is not a simple matter. There is a balance of interest and concern of interest to this country, and of concern to other countries.

CRAYER (Keighley, Lab) asked the Attorney General to indicate legislation defining the scope of the report with regard to contempt of court.

SAMUEL SILKIN (South-West, Lab)—Legislation is a matter for the Lord Chancellor. He will wish to bear in mind the views of the Phillimore report on contempt of court before deciding if, any changes should be made in the law.

CRAYER—Irrespective of the Phillimore report, it is entirely proper to define the scope of the press because the intention has been to curb the right of free expression in the courts.

CRAYER—Where courts are asked to make decisions, this tends to work in favour of those with money.

CHRISTOPHER PRICE (Lewisham, West, Lab)—The new Paul Foot has caused many serious concerns that someone can be sentenced by the court under the contempt of court provisions.

SILKIN—Until Mr Foot issued his challenge to the existing practice, journalists had always supported the view that names should not be disclosed, for obvious reasons.

CRAYER—In a written reply, said: I expect to announce my proposals about the end of this month.

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Bilateral talks on future of HS 146

MR WALL (Hertfordshire, C) asked the Secretary of State for Foreign and Commonwealth Affairs for a statement on the future of HS 146.

BENN (Bristol, South-East, Lab)—The Government are still considering the future of this project, but the House will be kept informed.

WALL—Does the minister agree with the firm's view that this project is not financially viable? Can he not give further Government guarantees or invest further money, and initiate a tripartite study in the near future?

BENN—The Government are not satisfied that the arguments put forward by the firm are valid. This is why we are engaged in a review. I would have liked to have organized tripartite discussions but this was not acceptable to the firm.

WALL—What representations have been received from British Airways in the event of not going ahead with HS 146 in the matter of replacement of existing aircraft?

BENN—I cannot answer in detail for British Airways. The market at home for this aircraft or the extent to which it would be used in the United Kingdom is not clear.

JAMES JOHNSON (Kingston upon Hull, West, Lab)—Whichever way is said to him by the management, tens of thousands of jobs are at stake.

DEREK WALKER-SMITH (Hertfordshire, C)—The Government's proposal to assist with practical solutions to this problem? Will the minister put a committee to examine the proposals for tripartite talks before the company and the unions?

EVANS—Will the minister ensure that any extension of public ownership will not be confined to loss-making industries such as Rolls-Royce, as in the past?

HEFFER—The White Paper clearly lays it down that we shall not only be concerned with rescuing cases which are in bad financial shape, but also enter the competitive, profitable field.

RENTON (Mid-Sussex, C) asked when the Secretary of State for Industry (Liverpool, Walton, Lab)—Provisions for the establishment of the National Enterprise Board will be included in the Bill which will be brought before Parliament as soon as possible in the current session.

EVANS—Will the minister ensure that any extension of public ownership will not be confined to loss-making industries such as Rolls-Royce, as in the past?

RENTON—The vagueness of his proposals about the board of directors is a serious matter. I am sure that the time when private enterprise confidence needs to be restored.

HEFFER—Before Mr Renton gets too enthusiastic about amateurs, there might be some argument about who was an amateur and who was a professional. The Government will appoint those best qualified by skill and experience to carry out the board's responsibility.

HATTERSLEY (Minister of State for Foreign and Commonwealth Affairs, Birmmham, Sparkbrook, Lab), made a statement about business to be taken in the Council of Ministers of the European Community during November.

Queen's Speech gives 'no challenge, no leadership, no hope'

MR HESLITINE, Opposition spokesman on industry (Henley, C), said the Queen's Speech, which he said was a disappointment to add the words:

But bumpy roads for the proposals for nationalization of the aircraft, shipbuilding and offshore oil industries, the establishment of the National Enterprise Board, and the imposition of planning agreements, which will lead to bureaucratic interference, further delay in investment and rising unemployment.

He said only the Labour Government could come to the House so firmly committed in the Queen's Speech to the nationalization of the aircraft, shipbuilding and offshore oil industries, the establishment of the National Enterprise Board, and the imposition of planning agreements.

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Mr Benn taking power to reverse pre-nationalization decisions

MR BENN, Secretary of State for Industry (Bristol, South-East, Lab), said it was in the interests of workers and management in the aircraft and shipbuilding industries that the Government should take power to reverse pre-nationalization decisions.

He gave an assurance that in the past few years no company or person would be penalized as a result of reasonable action taken in the normal course of business and in good faith.

But it is necessary (he said) to protect new undertakings from the dissipation of the assets to be nationalized or from other transactions which would frustrate the objectives of nationalization.

He was prepared to augment the provisions which would be contained in the new undertakings under the Secretary of State has consented to them.

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Government majority of 14 on nationalization

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White Paper on EEC talks soon

When is the future of the regional development fund to be discussed again? The Foreign Secretary said on Wednesday that the aim was to bring negotiations to an end by the spring. He said that the Government was agreed with our partners in the Council of Ministers that the White Paper on progress would shortly be available. Will this be before Christmas? While appreciating that the Government has made no decision of any kind in the matter, the Government consider issuing at the same time as the White Paper a Green Paper setting out the place of the referendum in the British constitution?

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Fashion

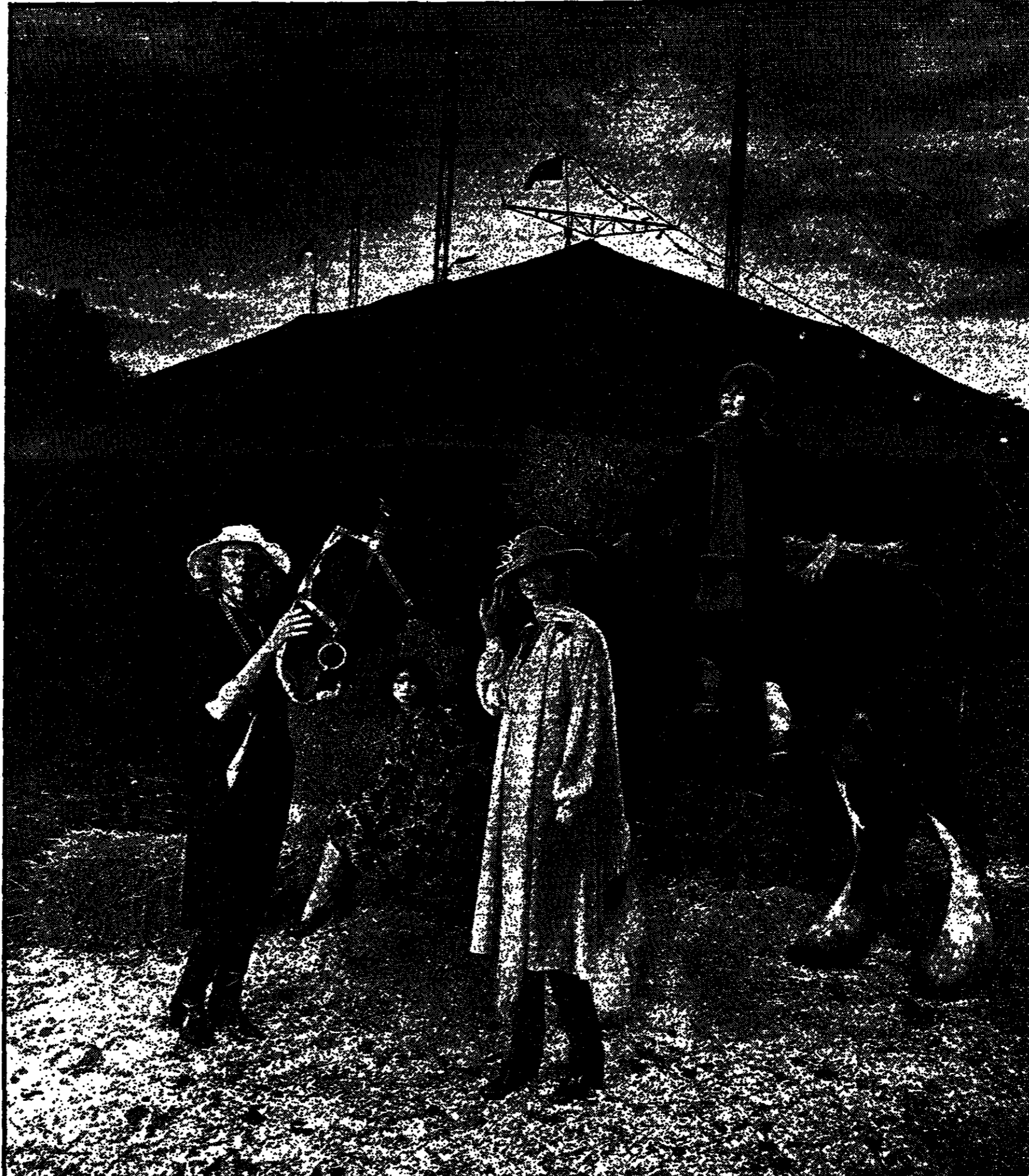
by Prudence Glynn



Left: White Harel Jersey Dress By Yuki

- From left to right, in photograph: Flannel dress with separate belt called Genérique, from Regine, 18 Sloane Street, S.W.1. Colours black and brown, sizes 10-14. Price £39. Hat with trellis applique by Alan Couldridge exclusively for Liberty & Co. La Caverna, bangle, £2.15. Necklaces £3.95 and £3.90, and long silky scarf £3.90. All from Liberty's.
- Flower print dress in browns and greens, with full sleeves and separate belt, from Fenwick, New Bond Street, W.1. Style 1655, sizes 10-14. Price £14.95. Shoes "Pin-Up", £12.99, from Russell & Bromley.
- Tricel chemise dress with matching fringe scarf, by Juliet Dunn from her new collection. Available February or early March. Dress style 461, £30.95 approx. Scarf 461B, £9. Shirt 411, £17. For stockists contact Juliet Dunn, 128 Long Acre, W.C.2. 01-838 8374. La Caverna gold and navy chain, £29.55 from Liberty's. Hat with applique stars by Alan Couldridge, £32. Boots £32 from Russell & Bromley.
- Polyester jersey chemise dress with tie neck and separate belt, by Pauline Wynne-Jones for Lucienne's 89 Knightsbridge, S.W.1. £57. Sizes 8-14. There is also a long version for £78 and both come in brown, green, beige and bright red. Knitted hat and scarf by Lolita, available in many colours, from Vanessa Lee, St John's Wood, High St, N.W.8; Lucienne's S.W.1 and Check of Oxford: Style Paris, £7.50 approx. Shoes "Rostos" £24.95 from Russell & Bromley.

Photograph by Peter Lavery, at Hoffman's Circus



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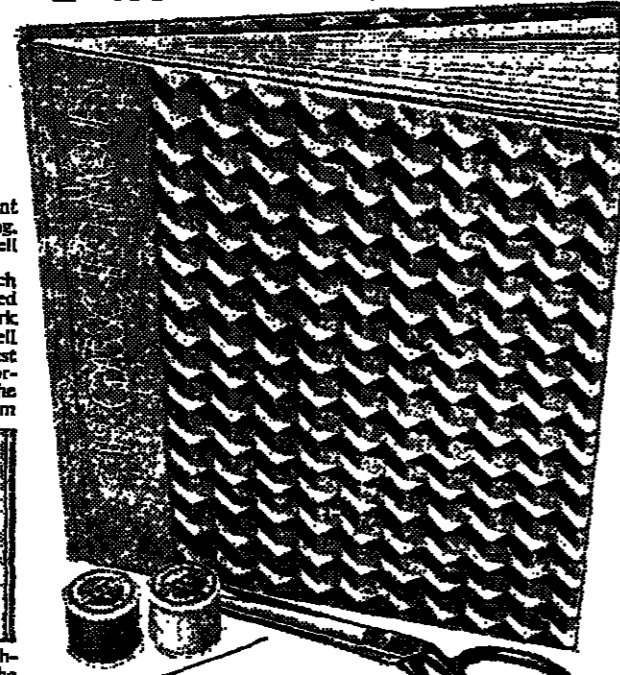
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Hit the Sack

Since the dawn of fashion history, the silhouettes of women's clothes has gone in and out. In ancient Knossos they liked the bertha-collared crotaline when not wearing a bikini for symposium or bull-dancing, the Romans preferred to relax in a robe like the classic chiton; the Elizabethans were boarded in like half-timbered houses; the belles of the Waterloo era risked pneumonia nightly in white gauze. Under Queen Victoria the female figure returned to the icon idea of the synthetic doll-shape, unapproachable across a yard of skirt flounces, and even the naughty Edwardians were buttoned and bustled up enough in public. Paul Poiret always gets the credit for "liberating women", and it is true that he was the designer who was king when the fashion leaders began to feel the urge towards emancipation which he so brilliantly interpreted.

The development of the past 75 years has been the speed-up of fashion change. Roughly 100 years separate the Empire style and Poiret's radical robes, yet only 30 years later Mainbocher was poised for the tight waist when the Second World War pushed him back to America and it fell to Dior to epitomize the New Look in 1947. Back came boned bodices, crinoline skirts, a refinement of fashion called for the tight waist when the Second World War pushed him back to America and it fell to Dior to epitomize the New Look in 1947.

Without doubt the master of the loose cut in England is Yuki. You know how ecstatic your bankswivel looks when you throw it nonchalantly around you? Yuki manages to capture that same carefree rapture and secure it without ever showing how the shape is retained. In Paris at the ready-to-wear collections recently, journalists were asking where were the seams on Karl Lagerfeld's brilliant dresses for Chloé. You can ask the same about Yuki's new collection, and probably find the answer is that there is only one anyway, and it is where you least expect it.

Yuki is shy of talking about "mystery" when you ask him about the allure of the dress which fits only where it touches because mystery is "an old-fashioned word" - especially, I suppose, if you come, as he does from the exotic East. Yuki thinks his amazingly contrived dresses are seductive because "everyone has different tastes. If you make the figure too obvious there will be some to whom it does not appeal. Then it is far more clever to hint at certain areas of the anatomy, to draw the eyes by the way the fabric flows. The imagination is infinite, the eye's message finite." Yuki uses very pretty tie and dye silk crepe and velvets from Quinquarame, and some handsome Liberty prints, but the impact makers are again his unique draped dateless robes in Eucel jersey.

Which things suitable for the beach and others for the grandest soiree, always with his own very special talent for leaving material alone, this latest collection, Yuki's strongest to date, Lucienne's 89 Knightsbridge, is a good place to see this work.

Fashion story 2

Opening today at 69 Brompton Road is a shop specializing in Italian ready-to-wear clothes for men and women. It is the latest in the chain of fashion enterprises undertaken for the Hills (famous for airports) shops by their fashion coordinator, Roberto Devorik. Mr Devorik, a most engaging Argentine whose fierce moustache and blasé Latin eyes tend to conceal the fact that he is only 26, was brought up in an atmosphere of fashion business which represented Dior and Balmain. He knows Italy well and particularly likes working there.

When the new shop opens, Hills by Rad will have just about the biggest range of Italian clothes in London. Despite the inevitable price of imported clothes, the cut and quality and style of things keep customers coming back for more, and the shop at 6 Old Bond Street has had to reorder winter things already. Star attractions are the clothes from Milena Moselle, the work of those brilliant designer, Sylvano Malta, readers may remember from reports of Italian collections on this page some seasons ago; Krizia, whose collection I thought was so attractive in Milan; Moon, Coumont, Avagole, Pasquelli, Jenny by Gianni Vershachi and La Caverna jewelry. The shop also carries handbags and belts, many designed by Roberto Devorik himself, but does not do shoes.

Many Hills's customers are international travellers "who expect to be able to find the best of Italy in a capital such as London." But Mr Devorik buys very much with an eye to his "English ladies" who like the special Italian looks and colours he provides. Meeting retailers as enthusiastic and as agreeable as he is makes it all too easy to forget just how much is involved as he tours a showroom to put down an order. Mr Devorik does not forget.

"You must always remember that with every trip abroad to buy you are costing your company a half-million dollars." After that I felt much in need of a Fernet Branca; but Hills's duty-free airport shops do not keep it, it seems. Perhaps Mr Devorik could establish a neat sideline in alcoholic Italian accessories to go with the knits and silks. Come to think of it, with the prices rising and the economy drooping it might not be such a bad idea.

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فكرنا من الأصل

The Soviet fleet casts a long shadow over Norway's border

This summer I stood in one of the most peaceful and isolated valleys in Europe, where a small limpid river runs through birch groves to a cool sea. The temperature was 92 degrees, and we were plagued by mosquitoes. This was not the Mediterranean, but the Arctic Ocean; and the river, the Jakobselv, is the frontier between Norway and Russia, on Nato's northern flank.

There is a Russian watchtower here, as there are in central Europe, but unlike central Europe where great swaths of barbed wire divide east from west, the border here is marked only by posts, red and green stripes on the Russian side, yellow with black tops in Norway; and in some places the actual frontier is the deepest part of the river.

A Norwegian army detachment of perhaps a dozen men (they call themselves "The Ice Sea Regiment") patrols this valley throughout the year. The men live in a stone wooden hut about a mile from the border. In winter, when it is freezing cold and dark, night and day, they move about on sleds and in snowcats. In mid-summer, the sun shines all night long.

Their leader is Lieutenant Bratland, a small man with a ginger beard. His wife and children live in married quarters in Kirkenes, 25 miles east, but he can visit them only every weekend. He has enjoyed his two years here, fishing for salmon in the river, shooting wood grouse, watching rare birds like the Arctic sea-eagle.

He gets on well enough with his Russian counterparts, supervising with them the resetting of marker posts washed away in the floods. "What would your men on patrol do if they saw Russian soldiers on this side of the border?" I asked. "They would assume they were lost and guide them back," he said. "And if they thought their intentions were hostile?" He replied unhesitatingly, "I have authority to open fire."

The question may not be as academic as it sounds, for this is one of the cold war's most sensitive areas. Only 100 miles or so away lies the port of Murmansk, now the main base of Russia's formidable fleet.

is a whole complex of nuclear weapons targeted at North American cities across the roof of the world.

How much more secure the Russians would feel if they could push the frontier back a couple of hundred miles, if their ships did not have to sail the length of northern Norway to reach the open Atlantic. If they have felt this in increasingly over the past few years, they must feel it more today. For today big deposits of oil are thought to be beneath the northern Norwegian continental shelf. With this means American oil rigs operating in waters the Russians consider their highway? And will the Russians tolerate it if it does?

The Norwegians are well aware of the delicacy of the situation, and have taken steps to avoid provocation. No Nato troops are allowed on Norwegian soil in peacetime except for training. On the northern border, only a token force of 400 men faces four Russian divisions.

'We would resist until help arrived'

Photographing Russia across the border is forbidden; and the tacit Norwegian border commissioner, Colonel Finn Ramsøy, has a special "hot" telephone to talk to his Russian counterpart in case of sudden misunderstandings.

And yet the Norwegians are ready. Although only a tenth of their population lives in Northern Norway, the bulk of their small army of 11,000 men is stationed there. Their aircraft and radar send monitor ship movements in the Barents Sea. Norwegian sea watch vessels moving in and out of the approaches to Murmansk. Recently Russian assault landing craft were observed exercising in the Barents Peninsula, only 15 miles from the border. Where else in these parts would they be rehearsing landings for except the Norwegian coast?

What would happen if the Russians finally decided the occupation of northern Norway was vital for their protection? The Norwegian Defence Minister, Mr Fostervoll, is in no doubt. "We would resist and go on resisting," he told me, "until help arrived."

The territory in northern Norway is unsuitable for tanks and even if paratroops were dropped, it would take them several days to occupy such an inhospitable land. In that time, the Norwegians hope, Nato troops would come speeding to their aid. But how would they get there? Whether by sea or air, they would surely stand little chance of getting through the Soviet defences. The swift expansion of the Soviet navy has meant that, in some ways, Norway is already isolated behind the Russian navy's forward lines.

In fact, would Nato send troops at all? Would it be prepared to risk the escalation such a move might cause? Equally, are the Russians prepared to risk the escalation resulting from their initial aggression? For the moment we cannot answer either question; and we may never have to unless Lieutenant Bratland and his patrol see hostile men moving towards them through the trees.

A whole complex of nuclear weapons

Twenty years ago the Soviet navy was a coastal defence force today it is the second largest in the world. In the Mediterranean its ship-out number those of the American Sixth Fleet, in the Red Sea and Indian Ocean they straddle the tanker routes from the Arabian Gulf to Europe. Only 1 per cent of its ships are more than 20 years old, compared to nearly 70 per cent of American ships. Its first aircraft carrier will be commissioned this year. Its latest ballistic submarine can fire missiles aimed at multiple targets from a range of 4,000 miles.

The greatest part of this fleet—some say 70 per cent, including 200 submarines—is based at Murmansk. The reason is simple. Unlike the Baltic, which in winter is frozen, and the Black Sea, whose outlet to deep water is through the narrow Bosporus, the route from Murmansk to the Atlantic is through a wide, permanently ice-free area of water. And around Murmansk

Ludovic Kennedy

Ludovic Kennedy's documentary film *The Rise of the Red Navy* is being shown tonight on BBC1 at 9.25 pm.

How people-power could help the world's poor nations

In times of dire stress it is only natural to become self-obsessed. With the nation facing its greatest crisis for 34 years it is not surprising that the Party manifesto for the recent election, and the campaigners themselves, had even less to say than usual about the plight of others infinitely worse-off than ourselves—the poorer of the developing nations who make up more than half the population of our world.

Yet the bitter consequences of our own class-selfishness could now be repeated on a world scale as a result of the division between the well-to-do nations and the "have-nots", whose already precarious situation has been exacerbated by the four-fold increase in oil prices and the other factors.

Jonathan Power explained in *The Times* of September 30. The search for short-term relief from the effects of the oil crisis will eventually prove successful as a result of international co-operation. There will be dreadful mortality and suffering in some areas even if Mr Power's warnings are heeded at once. But this will be a disaster operation, which must not be allowed to deflect attention from the other, more long-term prospect of endemic worldwide famine resulting from the population explosion.

The longer we defer the enormous effort required to help raise the living standards of the no longer silent majority of our fellow-men to the barest tolerable level, the greater the ecological and other damage, the swifter the spread of international terrorism and the nearer the grim prospect of a third world war. What a heritage for us to leave to the next generation.

But where in these difficult times can one find the means with which even to begin to tackle such a gigantic task? Official aid is limited and our financial situation is not allowed to be increased.

The only possible long-term solution is a great increase in private giving, starting at home, spreading onwards to Europe, North America and elsewhere, and matched in whatever proportion is possible by similar private giving in the developing countries.

Accordingly, the new concept advocated in this article for development in Africa—or anywhere else where the problems are similar—must be history and justice demand

that we Europeans should make the first move—is the immediate establishment of a private international trust or fund, non-political in character and secular in outlook, to which people of goodwill will be invited to contribute. If enough people come forward with gifts, however small, in this and other countries, governments which have been unable to allocate sufficient resources to overseas development because of the apathy or hostility of their electorates will find themselves in the much happier position of following and backing the people's lead. Banks and businesses, trusts and foundations, and a host of other organizations will find it easier to forget their current fears and stringencies and join in a popular cause.

The Philafrica Action Group (as we call it) has been meeting at fortnightly intervals since May to consider ways of undertaking economic and educational development in Africa.

It now consists of nearly 20 members, the majority of whom have held or are holding senior positions with first-hand experience of the problems of the developing nations. Although a small amount of finance has been forthcoming, it is not yet enough to provide even for permanent administration. The group is, however, already involved in the process of establishing a trust and of identifying suitable projects, starting in West Africa.

Philafrica aims to operate through local committees, set up as far as possible on a multi-racial basis. It will supply them with organizational advice, technical services for their projects, and a measure of external finance as their seed-corn. Otherwise they will operate independently though, it is hoped, fully supported by the local establishments of expatriate companies, banks and commercial interests.

Philafrica sees its role primarily in two areas; on the

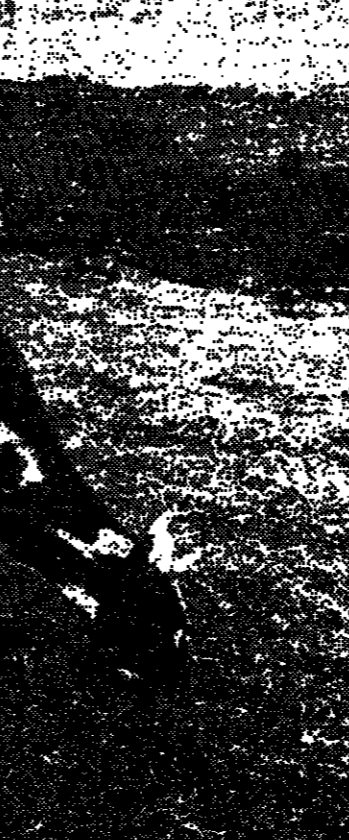
land, to stimulate rural production and employment and arrest the drift to the towns, particularly of young people; and in the cities, through community development, especially to stop the wastage of unemployed school leavers.

As soon as the trust has been established, Philafrica will begin to accumulate the seed-corn project fund and the working capital for a nucleus of project specialists. This team will be responsible for activating the local interests who will carry the local committees, and for identifying and assisting their projects. A special effort will be made to recruit and, where necessary, give extra training and experience to returned volunteers, and to work in partnership with or through existing organizations.

Experience and the nature of special projects will determine the finance to be raised. But this new approach to socio-economic development may also open perspectives for attracting new types of funds, like special bonds to which individuals and institutions in developed and developing countries alike may ultimately subscribe once the new organization has proved its capacity to observe the principles of both humanity and sound financial stewardship.

We must, of course, start this thing ourselves. We cannot ask others to come in unless we have taken the first decisive step. Time will not wait on us. We must act now. And there is perhaps a special merit in launching a new enterprise when things are going so badly for us.

Many people will question the need of yet another organization in the development field. Others will doubt whether anything so ambitious can be realized under present world conditions. But the Freedom from Hunger Campaign succeeded in a one-off effort more than a decade ago. And the World Wildlife Fund operates in every continent and goes from strength to strength. It is not too optimistic to expect that people can be found everywhere to join in doing for their fellow-men, and particularly for youth, what they are already doing for wild animals.



Kenyan farmers benefit from World Bank finance, but is enough being done? The author is chairman of the Philafrica Action Group.

Prisoner control units have aroused widespread anxiety. Many of us have been quick to criticize them, and some strong words have been used. But we do not run prisons. Those who introduce the units, are also profoundly concerned. But their concern must include maintaining order in prisons, in the interests of other prisoners and of staff. Some of us may have done less than justice to the Prison Department in not acknowledging the safeguards set up in connection with the control units, or stressing the wider context of the situation.

Reformers frequently point to the many prisoners who do not need to be sent to prison, but among those who do are some who are extremely difficult to handle. Among these, a very few repeatedly make trouble, to the detriment not only of good order but also of other prisoners. When existing management or disciplinary techniques fail to restrain them, the Prison Department has reluctantly concluded that nothing short of the rigorous control unit regime will do so.

But, conscious of the extreme seriousness of subjecting a man to it, the department has instituted a strict screening process to ensure that it is used only where stringent criteria are met, and not for the merely troublesome.

These facts do not necessarily imply that we should accept the rate of progress in other parts of the penal system. Organizations concerned with penal reform unanimously consider that overtaking discipline in some areas pushes men into rebellion; that the screening, however scrupulous, violates human rights by denying representation; and that the regime in the units is so rigid that it could cause a man to break down.

But we should appreciate the full background. Otherwise, when would-be reformers protest at such methods, members of the prison service at all levels feel that everyone is full of sympathy for the law-breakers and that no one has a thought for the custodians, except to blame them for escapes or alleged harshness.

The prison service has, I believe, been given an impos-

sible task in recent years. It has been required to accommodate, with its numbers who face very long sentences or are so hostile to the authorities both above all it is compelled, since the media and the public are so concerned, to escape, eight years ago top priority to security, is criticized for the res inevitably placed on p and their visitors as a re

Long sentences add tension and by increasing the staff ratio and the ability of the staff to cope with the tension. Save in a few cases it is time to consider progressive elimination of long sentences, to the public only for the most serious, and probably subsequent recidivism, since demands long sentences, rehabilitation is not the result of a method, but the more it has damaging side effects, and particularly prisoners' wives and children.

In trying to persuade us to use imprisonment reformers habitually say the same thing over and over again: we must fear that if we say word for them, courts reader to send people. But it is untrue, and lying to staff, to imply one can learn anything from a prison. We have many faults—some herent, some which should be remedied, of sentencing should be ever, that the offender learn, and conscious to log are inherently the same as those which should therefore be however good its except for the most da or persistent serious of the prison service we have to cope with these conditions, then develop intensive methods requi

If it is right, as I believe, that the abolition of long sentences must be directly followed by a curtailment of sentencing policy demands.

Martin W. The author is Director of the Howard League for Prison Reform.

Prison reform must benefit staff as well as lawbreakers

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A musical brew that goes straight to my head

Bernard Levin

Bages with the other) the door opened and in they rushed, begging in the most piteous manner for a crust and a glass of water. Now tell me: in what other country in the world would the staff at an hotel, informed at twenty minutes past three in the afternoon that there will now be eight more for lunch, plus a baby, smile happily and produce several courses in the highest good humour pausing first to cluck at the baby?

As for our destination there is surely no other city even in Ireland where the local visitors' guide would include anything to compare with the memorable sentence: "Nearby is Woolworths, Cromwell's residence during his stay in Wexford in the 17th century." But everything in Wexford is different. The orchestra pit is so small that the conductor has to take his place by marching down the centre aisle of the stalls and opening a little wicket gate in front of the rostrum and the players are so tightly packed that trombones are banned altogether as too dangerous, and some years ago, when a left handed violinist was engaged in a moment of absent mindedness on the part of the management, he caused the most appalling havoc before he could be removed,

several members of the woodwind section being scarred for life, and an unwary cellist ended up with a punctured eardrum and a glass eye.

This was the first season under the new artistic director, Thomson Smillie. The man he succeeds, Brian Dickie, would be by any test a hard act to follow, and Thomson's result, especially in the repertoire of the French repertoire, fell with a particularly ominous sound on my ears, for I have little love for French opera, and the prospect of an endless succession of feeble things sounding like Puccini that has been left out in the rain, was not exactly calculated to inspire me with unbounded confidence, especially when Massenet's *Thais* was announced as the first shot in the renewed Gallic Wars, reminding me of my long-held conviction that if an opera has not been performed for many years there is probably a very good reason, to wit, that it is not a very good opera.

In the event, of course, my fears proved unfounded to the point of absurdity, and *Thais* was a highly enjoyable finale to a highly successful season; so much so that when Lalo's *Le Roi d'Ys* was announced for the next year not a groan escaped me. For the strength of the Wexford repertoire has always lain in the ability of those responsible for the selections to pick out what has never been uncommon, manage to confound the melancholy law I have propounded, and Thomson Smillie's choice for his first year exemplified

all three of the ways in which trick is done.

Mayr's *Medea* in *Corinto* genuine rarity, unknown to everybody yet containing music; Cornelius's *Barber of Ivo* is one of those legendary works that have always been in the collector has just returned from not yet due to go to, and *Thais* unfamiliar opera by a fit composer.

It is a pity the Corneilius was in the original German, for it de very much on elaborate verbal terities which must have escaped of the music (indeed which did), but I have no other com at all; Wexford's standards a high as ever, and I shall be back year if I still have strength enou hold a glass.

The Wexford Festival remains civilized annual interlude in a of years that become increas depressing. (Mr Fletcher cru the river (Mr Fletcher cru a bigger boat) is still the high poi the extra-curricular activities: Wexfordians are as friendly as and the chorus they provide fo opera as distinguished; the T and White's are still a pair of h that many a metropolitan wou glad of; and the company I myself among each year is as we fellowship as ever come togeth one place for one purpose. If th escapism, may I be remain at it

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REMEMBER, REMEMBER, THE 5th NOVEMBER 1972?

If you are either a landlord or tenant of rented commercial property you may well have recalled this seemingly unexceptional date.

Simply because commercial rents that have been frozen over recent months will be permitted to rise to the level obtainable on the open market on the 5th November 1972. A situation which will confirm at least until 1976.

Problems arise, however, when you try to determine and negotiate the rent for your premises at a future date. It is not always a matter requiring professional expertise.

Richard Ellis, 4 Cornhill, London EC3A 3B. Telephone 01 283 3090.

Richard Ellis Chartered Surveyors

The Times Diary

The high price of Clement Freud

When the Chancellor reveals his Budget on November 12 we can expect to hear again of the Liberals' policy of extra inflation taxes on people who get more than the going rate for the job. One of those who could be hit by such a policy is Clement Freud, Liberal MP for the Isle of Ely.

The current list of speakers offered by Foyle's Lecture Agency—"available for luncheons, dinners, prize-givings"—has attached to it a note which reads: "Fee £20 to £100 plus expenses (Clement Freud £150). Mr Freud's subject is 'Speaking Personally'."

Two Labour MPs, the Chancellor of the Exchequer's wife, and a Conservative MP come at the cheaper rates. Edna Healey talks of the Wife at Westminster. Colin Jackson (Lab, Brighouse and Spenborough) offers "International Suicide—the Pollution Problem". Leslie Ruckfield (Lab, Nuneaton) is prepared to explain "What it means to be an MP". John Biggs-Davison (Con, Epping Forest) will speculate on "Britain's Role in a Changing World".

People fretting about the changing world can obtain reinforcement of their anxieties from Lord Longford ("Person View") or Mrs Mary Whitehouse, who is looking for witnesses for her talk "Sex Education—Whose Baby?"

Prince Charles makes his debut as a book reviewer in this week's *Punch*, reviewing a book by Harry Secombe. The review accords well with the magazine's normal standard of humour. I should not mind having a go at being a ruler, but the Prince's trade is harder to enter than mine, his union more restrictive.

In these times when firms are trying to cut staff costs, many might like to take advantage of the special offer announced by an advertiser in the *Irish Times*: "Free executive shuffling machine purchased."

Continuing our full coverage of the great wine crises and scandals, my reporter went yesterday on a piquant tasting in London. It was organized by Rutherford Osborne and Perkins, who are agents for the Bordeaux house of Cruse, two of whose principals are on trial in their home town on charges of fraud.

David Rutherford, the managing director, who gave evidence for the defence in Bordeaux, said it was unfair that the wine trial should have become known as the Cruse affair, as these were 16 other accused, and anyway people should be presumed innocent until proved guilty. He did not like to say so, but branding had been practised in Bordeaux since the time of the Romans. "In the 1920s it is said that you could have your Chateau Lafite sweet or dry."

Nobody could reliably tell appetation wine from vin du table at a blind tasting, he

Twelve of the world's leading pianists are coming to London together at a concert to raise money for the International Piano Library. For the first time in the history of the Royal Festival Hall there will be eight pianos on stage—for Beethoven's Turkish March.

The pianists include Jeanne Marie Darre, the last of Saint-Saens's pupils still playing Vassily, Shura Cherkassky and John Ogden. Victor Borge will compère. During a competition by Bach for six hands, Ohlsson will sit in Garrick

And how are we today?

We chose eggs in aspic pâté for a first course: eggs were good, the pâté or stew. Then I sampled some other famous roast beef: I offered it medium or well-cooked and asked for medium. I had generous plateful of well-done meat, with Yorkshire pudd. The dessert trolley was at the end, those creamy cake with a case of crus ginger biscuits.

As I sipped some of excellent house red wine, glowed in the well-lit brought on by the good service and sound food. But not long: the bill for two, with half a carafe of red wine, came to £8.69. The highest yet? Perhaps they could see some of their numerous staff Fortnum's, down the street and bring their prices down Tomorrow: Selfridges.

Bachauer and Alicia de Larrocha and play with an arm round each other.

The International Piano Library is based in New York. One of its most remarkable collections is of old piano rolls, which are being transferred to tape before they deteriorate. They also have some recordings of composers playing their own works, including Brahms, Debussy, Greig, Ravel, and Saint-Saens.

Balance

The last press secretary at the British Embassy in Washington did not get on very well with the press and was therefore sent off as counsellor to Cuba. His removal had nothing to do with the fact that he was Greek Cypriot, called Achille Tsoukalas.

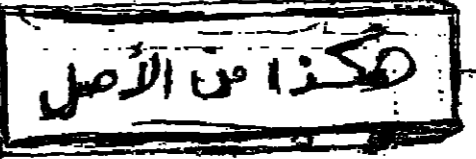
His successor comes from Ankara (balance being every thing) where he is now counsel lor. The last press secretary was a man at least easy to remember, so the Foreign Office decided to balance that, too. The new man is called Richard Fyjis-Walker.

Exorbitant

Mirabel Cecil's latest store lunch test is an expensive one: The Clover Room at Simpson's in Piccadilly is a smart basement restaurant, well designed and with an attentive staff. There is a delicious cold buffet and a huge joint of roast beef, complete with a rubicond, pot-bellied carver.

The following, from the Cambridge Evening News proclaims the ultimate abolition of gender differentiation long sought by Women's Libbers: "Mr Binks gave birth at midnight on Friday night helped by taxi-driver Mrs Sheila Challis."

كندا من الاصل



New Printing House Square, London, WC1X 8EZ. Telephone: 01-837 1234

E CRISIS IN COAL

... coal industry is once on the brink of a serious... National Union of Miners... on the proposed incentive scheme is only ten days... already the more militant members of the union have... undermined the... of the scheme being... Instead, the militants... of an enormous £30... general wage claim... could produce further... action.

... vestiges of public support are likely to evaporate. Perhaps more important the miners will be in danger of alienating even Mr Eric Varley, the Secretary of State for Energy, who is firmly committed to giving coal a major and increasing role in meeting the long-term energy requirements of the country. They will also politically weaken Mr Varley's political position, and his ability to obtain the money for expansion.

So far there has been no constructive reaction to this investment by the state other than a vague promise of increased productivity by the NUM. Sir Derek Ezra, chairman of the National Coal Board, is correct when he says that the proposed level of Government support is providing the industry with the chance for which it has been pleading during the past decade and a half of continuous contraction; and that the opportunity for the industry to remain a major force in the United Kingdom energy field will not occur again.

R WALKER, FULL EMPLOYMENT AND INFLATION

... is much good sense in the argument of Mr Peter... Droitwich speech. He is right to say that the Conservative Party cannot survive as a party of power unless it has appeal to those who live in cities, to the young and to people who work in factories, middle class party of the... middle class party of the... middle class party of the... middle class party of the...

Yet it is obvious that Mr Walker is arguing against a stabilization of the money supply along the lines that Professor Friedman advocates, and in favour of further expansion of the money supply in order to maintain full employment. This is a supposedly Keynesian policy, though whether Keynes would be a monetary expansionist in present circumstances may well be doubted.

It is wrong to argue between Mr Peter Walker and Sir Keith Joseph, or between the Keynesians and the Friedmanites, that one side or the other does not care about unemployment or the effect of unemployment on society and the individual. Both sides want to avoid mass unemployment but they disagree about the best way to do so; the monetarists fear that some unemployment may be the necessary price of avoiding mass unemployment.

RANCE ALSO FACES INFLATION AND STRIKES

... sident Giscard d'Estaing has had a fairly quiet ride until now... considering what a small majority he had in May and what tensions exist among his opponents he could have had a lot more trouble. Now he has had a postal workers, railway workers, miners, bus drivers, haul workers, printers, broadcasters, distributors of oil... all striking or threatening to strike. The postal strike is now its third week and causing enormous inconvenience; the... the Communist's spokesman has caused the Communists to try to politicize the strikes.

This is more than high enough to create tensions. Unemployment nearly touched half a million in September, which is low by international standards but nevertheless 24 per cent higher than in the same month last year. Significantly, most but not all of the strikes are in state industries and others not much threatened by unemployment.

The Socialists, however, have been gaining strength since the election and could start toying with the idea that they could do better without the Communists, who alienate a lot of the centre. Even this must still be a fairly distant thought, but a recent meeting between Socialists, trade unionists, and some of the United Socialist party suggests that some changes on the left are not unthinkable.

Alexandra Palace organ

From Mr Frederick W. Clarke... I can assure Mr Angus November 2) that the factors he mentions have not been overlooked. In 1969, when the GLC offered the Willis organ for sale, they justified their action by saying there had been no concern at the Alexandra Palace for 30 years, and that people would no longer support such events there.

Future of the Tory party

From Mr Robert A. McCrindle... Sir, Your editorial on the future of the Tory Party (October 25) was timely and apt. It is clear that our boast of being a national party was not sustained on October 10 and I suspect that the reasons for the desertions in Scotland and the big cities of England have something in common. In both cases the failure to produce tangible policies on housing and industry has led people to assume that we care only for the suburban owner-occupier and his capitalist employer.

Inadequate housing

From Mr M. H. Weeks... Sir, I resent your leader on the Dimbleby lecture (October 23) (not that I refuse to defend Lord Goodman—he is a man well capable of his own defence). It is precisely a sense of urgency that is needed. Your leucisured pace and somewhat disdainful conclusion indicate precisely the attitude that is not wanted.

Sugar supplies and refinery jobs

From Mr Richard Mayne... Sir, In your front-page report on Monday ("Sugar men to block supply from refinery"), the impression is given that the sugar agreement negotiated by Mr Peart in the European Community provides for greatly increased imports of refined European sugar in place of unrefined Commonwealth cane and thereby endangers refinery jobs in Britain.

Phasing out of private beds in NHS

From Dr David Pyke... Sir, Private beds in the NHS are to be phased out. Among the likely effects of this are: (1) More new private hospitals will be built, which will attract resources and staff, particularly nurses, laboratory and X-ray staff, away from the NHS. (2) Consultants, many of whom—especially those doing private practice—now spend most of their time in their hospitals, will no longer do so. (3) At a time of financial crisis, £35m a year revenue will be lost to the Government.

What is required is the decision to direct such resources as are available to those Health Service activities in which they can produce the highest return even at the cost of neglecting other activities. The implementation of this decision would be extremely painful but the result would be justified by the resources, reflecting as it often does tradition and the power politics of medicine, is simply not good enough.

Increase in clergy stipends

From Mr J. W. Finch... Sir, Do you not think that there is something basically wrong with society when we learn on the same day that some British Airways pilots are to receive rises of approximately £70 per week, whereas the clergy, known affectionately to many as "sky pilots", have rises which will bring their total weekly income to around £40 and £20 for vicars and curates respectively?

Experiments on animals

From Mr Charles Davy... Sir, Your Science Report (October 23) describes experiments on dogfish in the course of which "a whole succession of small areas of the brains were destroyed", and later "the fish had their eyes removed".

Allocation of resources

From Mr G. J. Presland... Sir, In your issue of October 30, Sir I. Holmes Sellers writes, "From its inception (the National Health Service) has been running on a series of shortages—staff, buildings, equipment and above all money. The fact that the Health Service has achieved its present position has been largely due to the dedication of its medical and nursing staff."

Naval visit to S Africa

From Mr W. M. Graham... Sir, Lieutenant Commander Martelli in his letter to you, published today (October 30) has put this matter in its right perspective by illustrating the effect of political pertinence on those serving in RM ships present in South Africa waters. One might think that Mr Callaghan, as an ex-sailor, would have appreciated the point.

Secretary of the ballot

From Mr D. J. Harris... Sir, Attention has recently been drawn in your letter columns to the fact that voting in elections in this country is not fully secret because a ballot paper may be traced by its number.

Deterrent penalties

From the Rev Paul Oestreich and Mr David Simpson... Sir, We have not yet abolished the death penalty for treason. Now there are strong pressures for its reintroduction for various forms of terrorism and certain categories of murder. A free vote in Parliament on these issues cannot now be ruled out. Undoubtedly a majority of people believe that the death penalty would make society a safer place. One poll puts the figure at 80 per cent.

The Welsh language

From the Chief Executive of Gwynedd County Council... Sir, It is the official policy of my council to support a Parliament for Wales with legislative powers and this policy has the backing of members of several political parties, including Mr Neil Kinnock's.

Booker Prize short-list

From Mr Ian Trewin... Sir, Readers might be excused for shivering after Dr Jeremiah Slaverry's letter (November 4) that the inclusion of *Ending Up* by Kingsley Amis in the short-list for this year's £5,000 Booker Prize for Fiction was at the personal whim of Elizabeth Jane Howard. This is not so. The short-list of five novels was arrived at unanimously by the three judges, Antonia Byatt, Elizabeth Jane Howard and myself.

Radio Clyde audience

From Mr James Gordon... Sir, Some weeks ago the BBC received widespread publicity for its claim that the total audience for commercial radio in Britain was less than one million. They did not substantiate their claim by publishing the figures for each station although repeatedly invited to do so.

Weasels' progress

From Mr H. J. Wain... Sir, The correct term for "a line of weasels" is "a Caravan". Both weasels and shrews adopt this mode of progression. Yours truly, R. J. WAIN, 10 Brethby Lane, Brethby, Burton-on-Trent.

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THE TIMES BUSINESS NEWS

سكف من الأصل

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Marginal relaxation of controls expected in age four of Price Code

Controls on industry will relax only slightly when the four Price Code regulations are introduced in industrial circles. The Government's relaxation of controls is expected to be limited to a strengthening of the provisions which allow companies to raise their margins near the ceiling levels.

A confidential letter to members last week, underlining the Government's intention to relax its controls, stated that the Government's intention is to relax its controls in a way which will not lead to a general increase in prices. The Government is expected to relax its controls in a way which will not lead to a general increase in prices.

Borrowing raises UK reserves to record

Britain's reserves of gold and foreign currencies rose to their highest ever level last month, but only because of Government borrowing from abroad. The reserves rose by \$377m in the month to October 31, according to figures released yesterday by the Bank of England.

But the rise was more than accounted for by the first drawing—amounting to \$500m—on the \$2,500m Eurodollar loan arranged for the Government by the clearing banks in March.

Mr Varley appeals to miners to accept incentive scheme

More in eight short months to fulfil its part of the social contract, he said.

Bright prospects for the industry in the light of the final part of the tripartite report by the Department of Energy, the unions and the NCB were also underlined by Sir Derek Ezra, chairman of the coal board.

Gilts suffer further declines in gloomy day

Medium-term gilts suffered the worst falls, often of 1 or 2 points. "Shorts" also were unsettled, although losses were generally contained to 3/16 or 1/2 point.

Gulf states to discuss reductions on crude

Dubai, November 4.—The Arab Emirates has in oil ministers of Persian oil-producing states to a meeting on Saturday to discuss in crude prices, Gulf states said today.

Court Line tanker sale ordered

An Admiralty Court judge yesterday ordered the appraisal and sale of the 27,000-ton Court Line tanker Halcyon the Great, which was arrested at Tilbury on Friday.

Unions in European talks on Ford future

Europe, had deliberately avoided meeting unions. Ford has taken the line, however, that national rather than international discussions are preferable because of disparities in negotiating arrangements and legislation.

Luxembourg tightens bank rules

Luxembourg, Nov 4.—Luxembourg's banking authorities yesterday announced new restrictions on local banks in an attempt to tighten control over speculative foreign exchange dealings.

BI talks wage guidelines

Colin Brown
Preliminary proposals for a set of pay guidelines to be used by employers by the Association of British Industrialists discussed yesterday at a meeting of the committee's employment policy sub-committee.

SE inquiry names for City Panel

By Margaret Drummond
Evidence of a new, tough attitude of the Stock Exchange emerged yesterday when the Council published details of its investigation into dealings in the shares of the engineering group Coley-Rotolin at the time of its takeover negotiations with F. H. Lloyd, the steel forgers and engineers, early last July.

Another reduction in prime rates

From Frank Vogl
Washington, Nov 4
A series of major United States banks cut their prime lending rates today by one quarter per cent, with the Chemical Bank setting a new level of 11 per cent and the First National Bank of Chicago moving to 10 1/2 per cent.

Court asked to name trustee for IIT divestiture

Washington, Nov 4.—The Department of Justice today proposed in court that an independent trustee be appointed to end International Telephone and Telegraph Corporation's control of Levitt and Sons Incorporated.

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How the markets moved

Rises		
Avon Rubber	6p to 68p	
BH South	12p to 164p	
Brit Enzolan	1p to 12p	
Commerzbank	25p to 74p	
Dawson & Byles	1p to 12p	
E. Dretstein	8p to 89p	
Goodfellow	25p to 37p	
Falls		
Ass Fort Cement	3p to 89p	
Barclays Bk	15p to 125p	
Boots	3p to 127p	
Bates & Blyde	5p to 30p	
Costain Bk	8p to 82p	
Courtauld	6p to 62p	
Equities fell back on renewed selling.		
Gilt-edged securities suffered further losses.		
Sterling rose 50 points to \$2,340.		
The "effective devaluation" rate was 18.7 per cent.		
Gold advanced \$2.25 to \$170.25.		
SDR-£ was 15.77 on Monday while SDR-£ was \$211.133.		
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THE POUND

	Bank buys	Bank sells
Australia \$	1.84	1.79
Austria Sch	44.25	42.25
Belgium Fr	90.75	88.00
Canada C\$	2.36	2.31
Denmark Kr	14.20	13.80
Finland Mk	9.00	8.75
France Fr	11.15	10.85
Germany DM	6.15	5.95
Grece Dr	73.00	70.00
Hongkong \$	12.85	12.70
Italy L	1,630.00	1,585.00
Japan Yn	725.00	700.00
Netherlands Gld	6.30	6.10
Norway Kr	13.10	12.75
Portugal Esc	63.50	61.00
Spain Ptas	168.00	161.00
Sweden Kr	10.40	10.10
Switzerland Fr	6.85	6.60
US \$	2.39	2.34
Yugoslavia Dnr	43.90	40.75

Commodities: Sugar prices made fresh peaks with the December position touching \$60 a ton before closing at \$59.75, a rise of £2.75 on the day; spot was lifted £15 to \$495. Coffee futures advanced and cocoa was generally dearer. Copper fell to 55.50 and rose 24.75. LME silver eased \$2.

Reports, pages 20 and 21

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THE PAHANG CONSOLIDATED COMPANY LIMITED

Extracts from Chairman's Statement at Annual General Meeting on 2 Nov. 1974.

Highlights of the period under review is a substantial rise in profitability from mining operations, profit for the year being M55,910,355 (£1,027,164) as compared with M51,903,265 (£942,514) in 1973.

A capitalisation issue of one Ordinary Share of 25p for each Ordinary Share of 25p held on the 30th July 1974, was effected on August 1, 1974 and the issued Ordinary Share Capital now stands at £2,000,000. More than 63% of the Equity of the Company is now held by residents in Malaysia.

Your Company acquired a 10.34% holding in Plantation Holdings Limited in July 1974, details of which were given in my letter of 23rd August 1974. Subsequent to my letter your Company has increased its stake in Plantation Holdings Limited to 10.71%.

By way of further diversification, your Company has recently purchased 11.74% of the issued Share Capital of Federal Cables, Wires & Metal Manufacturing, a leading wire and cable business. The manufacturing of cables, paper insulators, power telephone cables, enamel wires, copper bars and rods.

Your Company has in option to purchase a further 20% of the issued Ordinary Share Capital of Federal Cables, Wires & Metal Mfg. Berhad. Should this option be exercised, it is intended to finance this purchase by means of a rights issue to ordinary shareholders.

Working at the Mine during the year was notable for the encouragement results from the new shaft at Galak Creek and towards the end of the year the successful commencement of the Heavy Media Separation plant.

From April 1974, the aggregate result is that the Company is now paying a dividend of 25% of the value of the concentrates as against the previous dividend amounting to 17% of the value.

Danuk Syed Nahr bin Tun Syed Shih Shabbudin
D.P.M.K., K.M.N., M.P.

Contingency plans for jobless sent to Mr Foot

By Business News Staff
Contingency plans to help combat the worst effects of a further increase in unemployment have been submitted to Mr Foot, Secretary of State for Employment, by the Manpower Services Commission.

This was disclosed yesterday by Sir Denis Barnes, chairman of the commission, commenting on a report on unemployment and manpower policies.

Sir Denis said: "We emphasize the need for the expansion of training facilities, modernization and development of public employment service and propose a scheme for introducing selective job creation in this country."

The report, prepared by Mr Santosh Mukherjee at the request of the commission, forms part of a review of measures which might be proposed if unemployment rose. The main conclusions are that unemployment hits certain sectors of the labour force particularly hard, notably the over 55s and those in the 16-24 age group.

Balance of payments problems and inflation, the report states, could limit the extent to which a rise in unemployment could be achieved by increasing the level of demand and it recommends that alternative selective measures should be considered for those most at risk and to deal with persistent skill shortages.

These, it suggests, should include a big expansion of training allied to a programme of job creation and states that the commission is uniquely placed to implement such a programme.

"There's Work to be Done", Stationery Office, £1.

ECSC foresees coal output decline but expanding steel production

By Peter Hill
Forecasts of a decline in coal production and a rise in the output of raw steel among member countries of the European Coal and Steel Community were made yesterday.

A statement by the ECSC coincided with publication of a separate study on the future of the United Kingdom coal industry, which foresees a substantial investment in British coal mining over the next few years.

The European report said annual extraction potential of the original Six ECSC member countries, which fell from 165 million to 155 million tonnes between 1972 and 1973, was likely to drop further to a level of only 124 million tonnes in 1977. Estimates for the United Kingdom indicated an extraction potential rising from 130

million tonnes to 140 million tonnes.

The report noted that mining expenditure for the whole Community continued at a low level—340 million units of account scheduled for investment this year—although a much higher rate of investment was planned for the United Kingdom than in previous years.

Even so, the ECSC stated: "It is feared that in the absence of further new investment decisions, coal extraction in the Community will fall, at least in the short term, to a level still lower than that shown in the present survey."

Referring to iron and steel production, the ECSC statement indicated that raw steel production in the enlarged Community was likely to rise from 174 million tonnes to 206

million tonnes by 1977, with 173 million tonnes accounting for the original Six and 33 million tonnes in the three other member countries.

Production potential in the United Kingdom is expected to rise at an annual rate of 3.5 per cent as a consequence largely of the British Steel Corporation's investment programme and other projects in the private sector, while expansion of the production potential in the Six is likely to be maintained at about 4.5 per cent.

The ECSC statement, which precedes publication of a more detailed report, indicated further rapid growth of electric steelmaking plants.

Major producers in the Community, the ECSC noted, generally appeared to be taking a reserved view of their longer term prospects.

Courtauld's warning on future of £10m plant

Courtauld's £10m showpiece factory's future at Felmersdale near Lancaster, was in the balance yesterday for the second time in two years. The group yesterday sent letters to all 1,200 employees to find out how many were prepared to continue to pay premiums and a substantial part of every premium paid in between may be simply wasted.

In other words, the policyholder is actually worse off by continuing to pay premiums and a substantial part of every premium paid in between may be simply wasted.

To illustrate the point, I effected a "with profits" endowment policy for a sum assured of £10,000 with this particular society on February 1, 1967, and have been paying monthly premiums of £48.73 until recently. In February this year the society quoted a surrender value of £3,941 on the presumption of payment of the February, 1974, monthly premium.

For various reasons I delayed making a decision, but in June I finally decided to surrender, and on the presumption of payment of the June premium, I was quoted a surrender value of £4,047.

In other words, in order to "earn" an additional surrender value of £106 I have had to pay in premiums £194.92. It is evident that if I had continued to pay premiums until November my position would have been proportionately worse.

The reason for this unsatisfactory state of affairs is that the society pay an interim bonus

How to be worse off with profits

From Mr H. J. Rogers
Sir, I wonder how many "with profits" policyholders in a leading British life assurance society, intending to surrender their policies, are aware that unless they do so precisely at the time that bonuses are allocated to the policy by the society, the payment of further premiums will not increase the surrender value by the extent of the premiums unless the surrender is deferred until the following bonus allocation date.

In other words, the policyholder is actually worse off by continuing to pay premiums and a substantial part of every premium paid in between may be simply wasted.

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The reason for this unsatisfactory state of affairs is that the society pay an interim bonus

where the policy has come to, what they choose to call, "natural termination" through death or maturity, but not in the case of a surrender.

To me this seems nothing short of iniquitous. The policyholder has paid for his bonuses and there is no justifiable reason, in my opinion, why an office should seek to select in this respect against a policyholder. I further suggest that the point is quite sufficiently subtle for one to assume that no lay person, and a very great many professional insurance people, have not tumbled to the significance of this reprehensible method of calculation.

I am absolutely certain that an ordinary, innocent, unbusinesslike person would unhesitatingly continue to pay premiums with the comfortable feeling that each premium must be conveying some benefit to the value of his policy.

I have spoken to the life superintendents of a considerable number of life offices, and so far I have found none who differentiate in any way between a surrender and a claim by death or maturity in so far as the allocation of interim bonuses are concerned—the Commercial Union and the Sun Alliance, to name but two. In some cases the offices I spoke to were incredulous that such a practise existed.

In the interests of the insuring public, and in a time when there is a wide acceptance of the duty to safeguard the consumer in every possible respect against a misunderstanding of the terms of a business arrangement—and a life assurance contract is such a surety—I think that this practise should

receive the widest publicity.
Yours truly,
H. J. ROGERS,
Barton Spinney,
Hampers Lane,
Storrington,
Sussex,
October 28.

From Mr A. C. G. Wolstenholme
Sir, From time to time commentators have mentioned the decline of the stock affects millions of people pension schemes and life insurance policies.

In 1969, I started a life policy with a company linked to equities then seemed a sensible life cover has, of course, provided and eventually 1990s a lump sum will be able. So far the premium totalled £1,000 in six months.

In 1972, the surrender of the policy was £600 two premiums later, it is inflation, cannot, though gotten. Examination of der values may be a shrewd. Nevertheless, I pleaded with the result that I was left with a sum of £400.

The tendency to evering state pensions and rises in terms of taxation suffer from re-investing earned lump sum fund courage me. Perhaps a solution is that this may be possibly somewhere in a redundancy.

Yours faithfully,
A. C. G. WOLSTENHOLOME,
Monks Barn,
Brewers Lane,
Weyford, near Winchester,
Hampshire.

American pit strike fears grow

From Frank Vogl
Washington, Nov 4.—It is a long tradition of American coal miners that work ceases when contracts expire and when new contracts have not been settled, so this makes the closing of most American mines next Tuesday a near certainty, according to mine owners, trade union leaders and independent observers.

The critical question is how long the strike will last. Under new United Mineworkers Union rules a contract must be accepted by a majority of active miners in a secret ballot.

Union officials state that the new ratification procedure will take at least nine days and so far the two sides are wide apart.

Mr Arnold Miller, the new president of UMW, who has sought to reform and clean up the union, cannot afford to go to the miners with anything less than a highly attractive contract.

This narrows his room for manoeuvre because the miners are in a militant mood as a result of inflation and the huge increases in coal company profits arising directly out of the energy crisis.

Union officials state that average wages for miners have increased by just 8 per cent in three years, while coal prices have risen by 61 per cent and profits by coal companies have rocketed at least 181 per cent.

The UMW went into negotiations with more than 200 demands.

Most of the non-wage and pension issues have been settled, but experts close to the negotiations say that it looks as if the new contract will produce a rise in costs for the minor owners of the three years.

Mr William Usery, Jr, the Federal mediator, has been active and hopes for a settlement this week, which would probably mean a very short strike by the 125,000 miners.

Mr Arch Moore, Governor of West Virginia, who has played an active behind-the-scenes role in negotiations, stated today: "Frankly, unless there is some round-the-clock negotiation from now on, I seriously doubt we can get a contract before the expiration of the old one."

Computer news

Logica: a lesson in software success
Mr Phillip Hughes, chairman of Logica, the London-based consultancy, said last week that the British software industry had achieved a substantial success "without a penny of government assistance".

He added: "Not many advanced technology industries can claim that."

Presenting his company's annual results, he said: "Technically, the industry is well advanced, and in certain areas probably ahead of the main frame manufacturers."

Logica's turnover for 1973 to 1974, the company's fifth year of operation, was £2,075,231, and profit before tax was

£325,714. This represented a growth of 70 per cent compared with the previous year.

"The challenge of the next 10 years is to manage and implement the large-scale systems of the future", Mr Hughes said. "The record of the industry augurs well for this challenge."

"At the end of its first decade it is recognized that our industry (1) has a powerful role to play on its own—complementary and not subordinate to the much bigger main frame industry; (2) will shape the future technology in major areas such as data communications; and (3) can play a significant national role in management and technology and in the direct and indirect development of export."

Logica had become European leader in the new field of computer networks, Mr Hughes claimed, with its recent contracts for the European Informatics Network, Barclays

Bank and the SWIFT international banking project. And the company had become a world leader in the analysis of computer performance.

More than 25 per cent of Logica's business during the year came from abroad. About 25 per cent of business, both home and overseas, was in the banking and finance sector.

New DEC models
Two new models in the DEC system 10 family of large computers have been announced by Digital Equipment Company. Known as the models 1080 and 1090, they are claimed to provide at least twice the processing power of current systems for about the same price.

Prices of the new machines range from about £340,000 to more than £850,000. European deliveries should begin next June, with the CERN nuclear laboratory at Geneva among the first customers with a 1080.

A PDP-11/40 mini-computer is built into the new system for continuous performance monitoring and diagnostic testing.

Mr Tony James, European marketing manager for the system, said in London: "This will enable our field service groups to remotely monitor DEC system 10 site performance and error rate, allowing the earlier detection of impending problems."

The company expected its traditional markets—universities, scientific laboratories, industrial and time-sharing services—would benefit from the new systems, Mr James said. But substantial growth in commercial applications was also expected.

He added: "We have been developing in Europe a bill of material processing system in conjunction with the Powell Duffryn organization."

Kenneth Owen

Management and the unions

From Mr R. J. McGarel-Groves
Sir, "New Human Factors in Organization and Management" was the theme of a recent conference in Venice organized by the Federation of European Management Consultants Associations (FEAC) at which 15 European countries were represented.

One point which emerged strongly was that, in a number of European countries, the problems that management consultants had in trying to accommodate the views of both the shop floor and the unions

and the number of occasions when these views differed considerably.

A second point which the British representatives found particularly encouraging was that, as seen through the eyes of management consultants, the industrial problems of other European countries generally appeared to be as bad, if not worse, than our own.

Your faithfully,
R. J. MCGAREL-GROVES,
Executive Director,
Management Consultants Assn.,
23-24 Cromwell Place,
London, SW7.

Conveyancing inaccuracy

From the Secretary-General of the Law Society
Sir, Your usually accurate made two errors in his "New lease for cut in conveyancing", which appeared October 26. He stated organization called "I had successfully sued a which tried to by-pass conveyancing matter. T not so; "Homes" lost his and had to pay costs local authority.

Mr Berlins also refers the compensation fund-stered by the Law Soc such a way as to suggest it be available to clients who suffer loss through negligence on the part of a solicitor is not the case. The fund made two errors in his clients who have suffered property loss as a result honesty by a solicitor or of his staff.

Yours faithfully,
JOHN BOWRON,
Secretary-General,
The Law Society's Hall,
113 Chancery Lane,
London, WC2,
October 30.

Expensive cheap postage

From Mr David McCormick
Sir, Professor Balfour, still wishing (despite my earlier letter) to draw postal and currency comparisons, suggests (October 25) that because our external letter rate is almost half the internal letter rate of another country (West Germany), we are getting our postage on the cheap.

I now write to point out that as our internal letter rate (even the lower one) is more than twice the internal rate of

another country (Spain), we must be paying too much.

I should write again soon in order to demonstrate that British postcards to Turkey seem to cost exactly the same as Turkish cards to the Middle East, we must all be paying the right amount for our postage after all.

Yours faithfully,
DAVID MCCORMICK,
Inlingua School of Languages,
197 Victoria Street,
London, SW1.

Oversimplifying reclamation problem

From Mr G. L. E. Metz
Sir, Letters such as that from Mr Cooper (Oct 16) emphasizing the need of a national policy for reclamation oversimplifies a very complex problem.

It is claimed that there is a very efficient reclamation industry in the country and in the same breath that there is a lot of potentially valuable waste material lying about that is not being collected.

At first sight it would surely seem to be the responsibility of the reclamation industry to collect this material and convert it into a form suitable for re-use. Why have they not done so? The short answer is that

most of this material cannot, in the light of present knowledge, be converted into a useful form without the expenditure of more material resources than it would save.

The industry quite understandably has no interest in this material and concentrates on the profitable materials and leaves the unprofitable materials to someone else, as though that was the end of the matter. Of course everyone knows this is not the end of the matter. Some one has to deal with the large residue of waste material and Mr Cooper seems to think it should be the Government.

Whether it is wise to encour-

age the Government to do what at the moment is enterprise sector of industry. But one thing is certain; it would be a great idea if the Reclamation Industry Council would concentrate experience and the sub-financial resources that doubt possess on a program of research into ways and means of converting useless material into useful ones.

G. L. E. METZ,
Formerly secretary of Bureau International of Reclamation,
United Service and Royal Club,
Pall Mall, SW1.

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County Bank

The merchant bank member of the National Westminster Bank Group

Hauliers deride national lorry network scheme

By Michael Bally
A network of national lorry routes as proposed by the Government is totally inadequate and would be a waste of time, the influential Freight Transport Association states in its formal submission yesterday to the Department of the Environment.

Most lorry drivers on long distance journeys already use the suggested routes, and the real opportunities for environmental gain in removing through traffic from local roads.

Introducing the FTA's submission at a London press conference, its president, Mr Bob Eckhardt, said routing of lorries must be right in principle, but when it got down to practice the opportunities for diverting traffic were negligible.

The FTA had been knee-deep for years in solving environmental problems, along with central Government and local authorities, and while they supported mandatory routing of heavy vehicles in special local conditions, national routing must be advisory, based on a well-sign-posted network of primary and trunk roads.

To try to make the national network mandatory would be nonsensical.

Puerto Rico/USA
Economic Development Administration

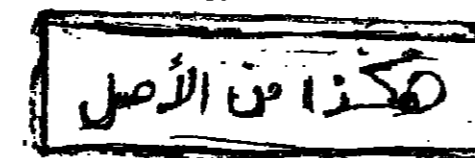
Puerto Rico/USA announces the opening of a European Office in Frankfurt/Main, Germany.

Puerto Rico's Economic Development Administration has been commissioned to promote the development of European industry to this island in the Caribbean. It is approaching all companies who are seeking a direct entry to the U.S.-market.

Puerto Rico is part of the United States and offers the following advantages: 100% exemption from corporate income and property taxes. Duty-free entry to the American market. Well trained labour force, financial support for special training programs, low personnel costs, favourable credit and subsidies and many others.

If you would like to know more about the advantages Puerto Rico/USA has to offer your company, please write to: Puerto Rico Secretary of Economic Development Administration, 6 Frankfurt/Main, Zürich-Haus-Pavillon am Opernplatz, Tel.: 72 12 42/3, Telex: 04-189 257

Puerto Rico/USA



ITOR
profits

BY THE FINANCIAL EDITOR

Debating the prospect for Imps' dividend

any Imperial Group whether to cut its end. The possibility open by Sir John the outgoing chair- interim stage last

g a fall in first-half spoke of the heavier tobacco, beer wizes levied last March; the way the surge in commodity prices boosted for working capital; the 1975 investment would have to be given a warning that would depend on cir-

pirits now claim, and justification, that sales have recovered March dip with more the cheaper bloods etial in strong. More- point to the turn- the poultry business, last July but much y; to a recent round increases across the age; and to the post-

Mr Healey will controls next week- the shares have from 38p to 40p in a ile British-American uddenly cracked 8p to urday.

o, BAT still yields er cent and Imperial at if the dividend is d. The shares are a hedge with all busi- but growth though has been slowing down- time to time the City on what Imperial will their 26 per cent in brokers like Simon & e notice that Imperia e farther away from an at any time in 20 e a point, and a switch rial for the short-term rewarding.

ite & General

elmes's

stem of potential com- interest between direc- and private respon- remains one only catered for in comp- or the operation of the v self-regulatory agen- occasionally, a cause such as the Ferguson ion, occurred in the ment on the subject.

ly feels again, reminds ut its house in order s enemies sweep it waves of righteous ligation, and goes on more often than next to proffer support urities breach the not the code, of City ten, too, some of the ring examples where stives have manifestly protect shareholders obscure corners of the age patch, and for that ss, they illustrate xortant points of pri-

n example is provided recently-published of Dowgate & General, Mr Christopher Selmes associates are directors stantial shareholders uest year, Dowgate fomed the unhappy position e to write off some rth of unsecured ad- e to a private com- rolled by Mr Selmes r group directors for ver of the Grendon

latest accounts show, to the group was sub- helping to reduce the her total from £6.7m Dowgate was not the ty to make what the report terms a "busi- judgment". llmann, the merchant ch provided the rest of ce had to take manage- and pump in a

NRDC

Not just peanuts

Industry's apparent reluctance to finance new products just now, particularly those of a

One of the most tricky decisions which Employment Secretary Michael Foot will have to take in the next few weeks is what to do about the private agencies which supply employers, for a fee, with "temps", nurses, air girls and a widening range of other employees.

The TUC wants him to abolish them. It urged him last summer to include this in his coming Employment Protection Bill, but it was not in his consultative paper on the Bill. Soon the TUC will be trying again.

The TUC has been arguing in favour of the abolition of such agencies for many years, but it is only in the last year or two that some affiliated unions have begun to show strong feelings on the subject. During the nurses' dispute last year, it was clear that the use of agency nurses was an important factor causing unrest.

Civil Service and local government unions have been roused to action against the use of "temps".

Strong words were used at this year's Trades Union Congress, when a resolution was passed unanimously referring to the "parasitic" nature of the agencies and complaining that they were undermining trade union bargaining.

Apart from office workers and nurses, fee-charging employment agencies have long been active in entertainment, catering and building, although in the last few years they are not the main problem. They have recently been found supplying managements with doctors and

shop-girls, lorry drivers and skilled engineering workers, among others.

The number of private employment agencies has been commonly estimated at about 3,000, although an examination of the country's "Yellow Pages" suggests that the figure may be nearer 5,000, more than half of them in London.

More than a thousand of these are entertainment and model agencies, many of which act in some ways as managers for those on their books, providing services and charging a commission on their clients' earnings.

Such agencies have been allowed to continue in some countries which have banned agencies in general, and the TUC might well be persuaded that they could be regarded as a special case, as long as they were rigorously controlled.

The others are mainly divided into those which supply workers which undertake long-term, charging for the service, and employment businesses, which have workers under contract to themselves and hire them out.

At a rough estimate, the private agencies fill something like 3 to 4 per cent of the country's vacancies and the state service 16 to 20 per cent (the majority of vacancies are filled by informal methods or by advertising).

In the clerical and commercial sector, however, the private agencies have long outpaced the state service and their share is growing. It was recently estimated that in the

Eric Wigham examines the pressure for abolition or stricter control

country as a whole they placed 40 per cent of female office staff and in London 60 per cent.

Their annual turnover, more than half in the "big five" firms, has been put at £45m. One estimate is that the average number of temporary employees found jobs by them ranges from 50,000 in the winter to 90,000 in the summer.

The agencies have their own organization, the Federation of Personnel Services of Great Britain, which is affiliated to the Confederation of British Industry. The federation claims that the agencies provide a public service by using their specialised knowledge to place many people who would otherwise not find work at all, people who are available only for short periods or at special times, or irregularly, such as married women, students and overseas visitors.

The unions complain that their high rates are inflated, and that the agencies are not placed by them earn more in cash, they lose on fringe bene-

fits such as sick pay, holiday pay and pensions.

An International Labour Convention on the abolition or strict control of agencies was adopted more than 20 years ago and has been ratified by many countries, but in Britain the only controls have been exercised by those local authorities, including London and other conurbations, which have sought and obtained the necessary powers.

Last year, however, the Conservative government accepted a Private Member's Bill enabling the Department of Employment to impose controls. This summer Mr Foot issued proposals for stringent regulations under the existing Act.

The TUC was not satisfied with the Act, however, asserting that the controls permitted, excluding regulation of fees, would not enable the United Kingdom to ratify the ILO convention, that enforcement should not be the responsibility of local authorities, as the Act provided, but of the Manpower Services Commission, and that in any case agencies should be abolished not regulated.

It would hardly be practicable to establish the agencies at a stroke because it would leave a gap which would place many employers in difficulty. The Employment Services Agency, busy reforming its whole organization, would probably not be able to replace the agencies in the commercial field for some time, except perhaps in the upper levels.

Dewi Rees and his Profes-

sional and Executive Recruitment Service (PER), operated by the Department of Employment, already claims to fill more top jobs than all the private agencies put together and announced recently that he is introducing a specialized service for executive secretaries and personal assistants. His first advertisement of vacancies for these top girls, in the £2,000 to £2,500 a year bracket, appeared in *The Times* last week.

Mr Rees's outfit is feebly growing, though not private, and the TUC objected when it was started, on the general principle that it is wrong to make money out of finding people work.

The fact that the private agencies charge fees is not, however, the main argument against them. The provision of temporary workers is a useful service.

The trouble is that there is growing up a class of employee who might be described as permanent "temps", made up of to fill a continuing rather than a temporary shortage of employees, earning high wages at the cost of present and future security, causing unrest among the regular staff and cut off from any ever preventing the establishment of a satisfactory relationship between employer and employee.

For employers, to turn to the agencies is an easy, though expensive, substitute for organizing their workforces more efficiently. To extend the system could not fail to have a damaging effect on industrial relations.

Americans pin hopes on shale oil despite the problems

Nestling in a barren fold in the foothills of the Rocky Mountains in Colorado lies the Paraho Shale Oil Plant. The chimney and roof of the unit are dwarfed in the sparse landscape of sagebrush and semi-desert. The landscape is more appropriate as a western movie set rather than the scene of a development which many Americans hope will eventually help to provide the answer to their domestic crude oil shortage.

Enthusiasm for shale oil is greatest among the American politicians and officials facing the formidable task of putting together an energy policy that will ensure fuel supplies for the remainder of the century and also reduce the country's dependence on imported crude oil. The oil crisis has been a catalyst for a recent surge in support from the Federal Energy Administration (FEA) that "accelerated development" of shale oil could provide 750,000 barrels a day of oil from shale by 1985. Even more optimistic forecasts have emerged from the Department of the Interior.

But the technicians involved in working out economically profitable methods of mining huge quantities of oil-bearing shale from the Rocky Mountains and then crushing and heating it so that the oil is released are not concerned about evolving a basic method of operation to begin talking about an accelerated programme.

Not least of the problems facing the shale oil men is the effect of large-scale mining and processing on the environment. While the Paraho pilot plant, sponsored by 16 companies mainly in the oil business, is insignificant in the Colorado River valley, a commercial sized plant would not be so unobtrusive.

The real problem, fully recognized in a seven-volume government study on the environmental aspects of shale oil development, is not the visual impact but the waste produced by the plants. A shale oil plant is in fact a breeding ground for extremely desirable characteristics in the nuclear industry, but a real headache to the oilmen. Each cubic foot of shale rock fed into the processing plant produces 1 1/2 cu ft of waste, mostly in the form of dust. To prevent huge

dust clouds gathering, the waste has to be watered and compacted, emphasising another difficulty—the lack of ample water supplies in shale oil areas of Colorado, Utah and Wyoming.

Water supplies could be the limiting factor on the growth of shale oil, but again estimates of this limit vary from a million barrels of oil a day to four million.

However, the biggest blow delivered to the long-term chances of shale oil so far has been the decision of the Colony Development Operation, a joint venture including Shell Oil, to suspend indefinitely the construction of the first commercial-sized plant in the United States. The group has been involved in a detailed planning of 50,000 barrels a day facility over the past five years and in the process has spent over \$40m. The Colony group said its decision had been prompted by "double digit inflation, tight money and the absence of a national energy policy which establishes clearly the role of oil from shale".

A year ago, Colony put the cost of its first plant at \$450m but ancillary services such as community housing for site workers, and pipelines to transport the oil to market had pushed the cost to over \$1,000m.

The withdrawal of Colony from this particular project has undoubtedly disturbed members of other groups.

Participants in the Paraho scheme claim that their project is simpler and more profitable. But whatever the companies say publicly, privately they have been severely shaken by the decision. Nevertheless, they point out that the Government estimates there are over 700,000 million barrels of oil contained in the shale rocks of the Rockies of which 240,000 million are recoverable.

And with reserves at this level at stake the Colony withdrawal must, they say, be seen as a temporary setback rather than an indicator of a major disaster, which also could be averted after the huge sums paid for shale oil leases at the height of the supply crisis last winter?

The FEA's optimistic forecasts about the potential of shale oil will be contained in a

report due to be presented shortly to President Ford on the alternative courses the country can follow to make itself less dependent on imported energy.

The study, based on the work of 21 task forces set up by the FEA, will tell the President that in the short-term alternative energy sources cannot reduce the country's dependence on imported oil, at present running at 6.5 million barrels a day. In the immediate future only concerted conservation efforts can reduce the import bill.

President Ford has already appealed for voluntary restraint in the use of energy in an effort to reduce consumption by a million barrels a day by the end of next year. The FEA report will tell the President that over two million barrels a day could be saved by 1985 if mandatory energy conservation standards were introduced.

And it reminds the President that if no action to accelerate domestic energy production is taken the United States will still be importing between 3.5 and 10.2 million barrels of oil a day by 1985.

But where the report will be most open to criticism is in its findings on alternative energy sources. Accelerated development of shale oil according to the experts would require at least seven major producing plants, a mammoth task by 1985, and one that could probably only be achieved at the expense of the existing safeguards to the environment.

With development of shale time as well as money is needed.

Shale oil development is not alone in experiencing difficulties that make President Nixon's original Project Independence statement, made at the height of the Arab oil embargo, look like an exercise of wishful thinking in the dark. There is no alternative source of energy that offers an easy road to independence.

In view of this, perhaps the most realistic pronouncement has come from John Sawhill, the Federal Energy Administrator, who said that a reasonable goal for 1985 would be a reduction of crude oil imports to about 25 per cent of demand, instead of the present 39

per cent.

Roger Vielvoye

Harnessing the energy in the winds

From the days of sailing and windmills to the 1974 concept of an aerogenerator on the roof of an experimental "autonomous house", wind power has been a constant, if unpredictable, source of energy.

The chief disadvantage in the exploitation of wind power is the uncertainty. Professor Richard Scorer, of Imperial College, points out:

If a serious effort were to be made, Professor Scorer says, it is certain that the wind could be used to provide an important source of electrical or direct mechanical power. "Our command of the design of aerofolios and bearings is now so good that machines many times more efficient than the old windmills can be built."

If satisfactory means could be found to harness and store the energy, Central Electricity Generating Board scientists reported recently, it would be theoretically possible to supply the whole of present United Kingdom electricity demand from windmills sited offshore.

At present it appears that the cost of such a scheme would be prohibitive.

Small-scale generation of electricity from wind power is a technically well established reality. But it has never proved economically competitive with grid supplies, largely because batteries are needed to cover periods when there is no wind.

Costs of wind driven generators in Britain at present range from £245 for a complete 200 watt installation to £340 for a 1.2 kw set with batteries.

According to CEB estimates, these costs for small scale plant could possibly be reduced to about £500 per kilowatt through mass production. But assuming that an installed capacity of three to five kw per household would be required to provide an average output of one kw, wind machines would still not compete with the grid supply, nor with a diesel-powered generator at about £100 per kw.

Large-scale machine costs are difficult to assess since none have been built recently. But a reasonable estimate for a large machine located on a very windy site (one where the average wind speed is greater than 10 metres per second.)

Much larger rotors and hence more expensive installations would be needed to give the

same average output at less windy sites. In addition, transmission costs from remote sites of perhaps £20 per kw would be realistic.

If some techniques for storing large amounts of energy—such as pumped storage, compressed air, hydrogen or other methods—were to become practicable, wind conversion could then be considered as competing with nuclear plant to supply this stored energy.

The cost of nuclear power plant is about £230 per kw and its load factor is very high. Wind plant at £170, including transmission costs, per kw with a load factor of only 0.2 to 0.4 would show much higher capital cost per unit output.

Since fuel costs are low for nuclear plant at present, wind plant could not compete on economic grounds unless a big increase in nuclear fuel costs occurred.

According to the scientists, wind power could be economic at places where the average wind speed is about nine metres per second. A survey by the Electrical Research Association found 39 such sites in Britain, most of which were on hillsides.

Assuming three large machines on each of these sites, the combined average output would be only about 140 megawatts. This relatively small amount of power would be obtained at the cost of many tall towers (perhaps 100 metres high), in places of scenic beauty.

One suggested alternative is to place the windmills offshore, either on towers set in the seabed or mounted on large buoys.

At the other end of the spectrum, Cambridge University's department of architecture has been looking at wind power on the scale of individual homes as part of its "autonomous house" project. In this scheme, wind and solar power would be virtually the sole sources of energy for heating and lighting.

According to Alexander Pike, director of the project, wind-generated electricity (from batteries coupled to existing machines) is about four times as expensive as the average mains cost for the first 1,200 kw hours per annum. But, he adds, "more than 1,200 kw hours drawn directly from the generator equates with mains costs".

Kenneth Owen

Business Diary: Troubles by the lorryload • Styx and stones

iges is in for a lively Mind you, his old one site what you would call

was a bland announce- tuesday that Hughes was d Hedley Jeune on New as managing director hips Limited, the south auliers.

as the announcement s, assumed the manag- torship a year pre- at short notice and emporary basis". And ang a sale.

ips Limited was until ordinary general meet- September none other lph Hilton Transport Limited.

company the Financial of *The Times* said in this year that "despite ity of its stock market it had "succeeded in ng its unfortunate lers to most of the they are ever likely as investors".

at time the group's and major shareholder Hilton—had left the

who led the group to in 1970, was subse- to Greenwich magis- ous. With others he ged with conspiracy to ments purporting to invoices made for g purposes.

Hedley Jeune, Jeune y managing director McNaughton, the man,



Peter Hughes: never a dull moment.

more of the same is expected for the second. And you think you've got problems?

Looking black

Things are looking black in the funeral industry, at least so far as the undertakers' trade union is concerned. It appears that there has been so little industrial unrest in the funeral parlours of the land for the past few years that the National Union of Funeral Service Operatives is passing away for lack of support.

David Coates, the union's general secretary, said at his Greenwich headquarters yesterday that unless more members

were recruited and income improved, the union could well have to fold up. Membership is now little more than a thousand, and the coffers—and he did say coffers—are almost empty.

Over the past 30 years there has been very little industrial unrest in the funeral trade, which would not have been the case had there been no funeral union through which to channel members' grievances. Funeral directors therefore should be grateful for the existence of this union, and should make genuine attempts to see that their staffs play their part by becoming members". Coates said yesterday.

It is comforting to know that one's last journey is unlikely to be delayed by unofficial strikes and go-slows, which is more than can be said for journeys on the Southern Region. But our industrial correspondent reports that ferry crews on the River Styx are demanding new bonus payments because of greatly increased traffic.

An electronic transmitting key and control unit made by security experts Dixloc, and used for remotely locking and unlocking strong doors, van doors, cash registers and petrol pumps etc, have been taken from their display case. (Dist-loc press release.)

Bank's Belgian

In the days before Competition and Credit Control, smaller banks would traditionally seek a merchant-banker's presence on their boards to obtain an impartial but informed outsider's view. Nowadays, however, everyone in the United Kingdom banking business feels himself to be in hot competition with everyone else, and the search for the impartial outside opinion has had to stretch farther afield.

In the case of Williams & Glyn's Bank, the search has led it to become the first of the British clearers to recruit a foreigner to its board as a non-executive director in the person of Lucien Wauters.

Once the bank had taken the decision to look abroad 48-year-old Wauters was an obvious enough choice. As president of Kredietbank NV Brussels he was the founder of the Inter-Alpha Group of Banks, a group of seven medium to small European banks of which Williams & Glyn's is one.

Wauters' spread of interests has earned him a truly European reputation. Besides his diverse Belgian interests he is active on the Paris-based International Chamber of Commerce, the European League for Cooperation, the International Monetary Fund and the Atlantic Institute for International Affairs, to name just a few.

He also finds time to belong to no less than 10 educational and cultural associations, and is writing a book on foreign trade. So it is less surprising that Williams & Glyn's should have alighted on Wauters than that he should find time to fit in the monthly trip to London for the bank's board meetings.

INTERIM STATEMENT

electrocomponents limited

INTERIM STATEMENT

The results for the half year to 30th September 1974 are—

	Half year to 30th Sept. 74 (unaudited) £000's	Half year to 30th Sept. 73 (unaudited) £000's	Full year to 31st March 74 (audited) £000's
External Sales (after Customers' bonus)	5,847	4,295	9,566
Profit before Taxation	1,218	863	2,085
Corporation Tax (52%)	633	449	932
Profit after Taxation	585	414	1,153

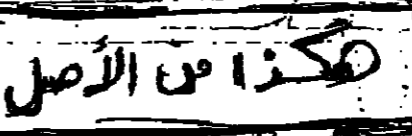
TRADING RESULTS
Compared with the same period in 1973, there is an increase in sales of just over 36%.

DIVIDEND
At a Board Meeting held on Monday, 4th November 1974, the Directors declared an interim dividend of 1.65p net per ordinary share, absorbing £165,000. This compares with an interim dividend in January, 1974 of 1.54p net per share. Dividend warrants will be posted on 10th January, 1975 to those members on the Register on 13th December, 1974.

PROSPECTS
All Companies in the Group show record sales for the 6 months period. Our new subsidiary, Doram, aimed at the amateur market, commenced trading in September.

The second half of the year has started well, but with so much uncertainty in both home and export markets, it would be unwise to make predictions for the remainder of the year. The continued aim of the Board and Staff is to expand turnover and profits to the maximum that economic conditions permit.

Britain's biggest electronic components distributor



FINANCIAL NEWS AND MARKET REPORTS

SUGAR HITS £600 A TON

Continuation of the advance in SUGAR prices was seen with the December... £23.75 a ton higher on the London daily price...

Commodities

Trade sources said the International Commodities Clearing House will raise deposits required against contracts registered on the London sugar futures market...

Commodity prices in the wake of a certain amount of wide down short-covering largely an upside account... Copper futures closed 25.50 higher to £1.75...

Issues & Loans

UK Property 7-for-8 rights

Despite the fall in its share price to 8p, United Kingdom Property Co is proceeding with the rights issue which is forecasted in May at a price of 25p...

£20m offer by Bank of Tokyo

New issue activity has begun to recover in the Eurobond market in the past two or three weeks, but only now is the market being tested with a conventional United States dollar issue...

Recent Issues

Table listing recent issues with columns for issue name, amount, and date.

Eurobond prices (midday indicators)

Table showing Eurobond prices for various countries and maturities.

5 STRAIGHTS

Table listing straight prices for various commodities.

Authorized Units, Insurance & Offshore Funds

Table listing authorized units, insurance, and offshore funds.

Opex and copper: No smoke without fire, says Rudolf Wolff & Co

Works hit the London Exchange a little early on Wednesday the market suddenly extended with reports of a £1.700m Opex plan to the copper exporting...

fixed but it is expected to take place some time this month. However, all the signs point to even lower prices than currently being paid...

By John Woodland

Yesterday the £10 price movement in the London sugar futures market was doubled. Most dealers were pleased that at last some action had been taken...

Wall Street

New York, Nov 4.—Wall Street stocks declined broadly from the start with sentiment dampened partly by the breakdown in labour negotiations in the coal industry...

Forward Levels

Table showing forward levels for various commodities.

Spot Position of Sterling

Table showing spot position of sterling.

Foreign Exchange

The dollar declined against most currencies on foreign exchanges yesterday afternoon as more United States price cuts were expected...

Full supply of credit in discount market

There was again a full supply of credit in the money markets, although it at times ran a little unevenly...

SUGAR LIMIT RAISED

One of the most frustrating factors in commodity trading is having to work within price limits. All too often a broker has an order to buy or sell and finds that he cannot deal because the market has already reached its limit...

Bank Base Rates

Table listing bank base rates for various banks.

COMPANY FORMATIONS

Standards—formed by experts to meet your precise needs. Ready-Mades—private limited companies for immediate use. Specials—complex formations. Overseas—incl. multinationals.

Banks must report commodity deals

West German banks must in future report commodity futures deals as they are carried out although gold and silver transactions are excluded from this ruling...

Insurance Bonds and Funds

Table listing insurance bonds and funds.

Offshore and International Funds

Table listing offshore and international funds.

CD statistics

Table showing CD statistics.

Banking

Such deals are not reconcilable with normal banking activities, the agency said in a letter to banks. Commodity futures trading has not been carried out by banks to any large extent...

Bristol Water issue

Bristol Waterworks Co is making a £4.5m tender offer of 10 per cent redeemable preference stock 1979. Underwriting for the issue has been completed and the brokers are Seymour Pierce and Hoare & Co Govett.

UNITED TIN AREAS

Pre-tax profits for year to March 31 rose from £7.222 to £40.159 and earnings from £1.52p to 1.75p a share...

CD statistics

Table showing CD statistics.

CD statistics

Table showing CD statistics.

CD statistics

Table showing CD statistics.

For Really Discerning Drinkers HIGH & DRY Really Dry Gin

Stock Exchange Prices Widespread losses

ACCOUNT DAYS: Dealings Began Oct 28. Dealings End Nov 8. Contango Day, Nov 11. Settlement Day, Nov 15. Forward bargains are permitted on two previous days.

Foune Motorway stretch and washable non-slip leath Dent Fawcay Gloves, Warmster, W

Table with columns: 1974 High, 1974 Low, Company, Price, Change, % P/E. Includes sections for BRITISH FUNDS and COMMONWEALTH AND FOREIGN.

Table with columns: 1974 High, 1974 Low, Company, Price, Change, % P/E. Includes section for LOCAL AUTHORITIES.

Table with columns: 1974 High, 1974 Low, Company, Price, Change, % P/E. Includes section for FOREIGN STOCKS.

Table with columns: 1974 High, 1974 Low, Company, Price, Change, % P/E. Includes section for DOLLAR STOCKS.

Table with columns: 1974 High, 1974 Low, Company, Price, Change, % P/E. Includes section for BANKS AND DISCOUNT.

Table with columns: 1974 High, 1974 Low, Company, Price, Change, % P/E. Includes section for BREWERIES AND DISTILLERIES.

Table with columns: 1974 High, 1974 Low, Company, Price, Change, % P/E. Includes section for COMMERCIAL AND INDUSTRIAL.

Table with columns: 1974 High, 1974 Low, Company, Price, Change, % P/E. Includes section for COMMERCIAL AND INDUSTRIAL.

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Table with columns: 1974 High, 1974 Low, Company, Price, Change, % P/E. Includes section for MINES.

Table with columns: 1974 High, 1974 Low, Company, Price, Change, % P/E. Includes section for MINES.

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Table with columns: 1974 High, 1974 Low, Company, Price, Change, % P/E. Includes section for MINES.

Table with columns: 1974 High, 1974 Low, Company, Price, Change, % P/E. Includes section for MINES.

Table with columns: 1974 High, 1974 Low, Company, Price, Change, % P/E. Includes sections for FINANCIAL TRUSTS, RUBBER, and MISCELLANEOUS.

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This week at Sotheby's

Today, Tuesday, 5th November, at 10.30 a.m. at New Bond St. English Pottery and Porcelain including the properties of David Holgate, Esq., the late Hugh Beaumont, Miss J. B. Mitchell, and other owners. Cat. (4 plates) 25p.

Monday, 11th November, at 11 a.m. and 2.30 p.m., at New Bond St. The Celebrated Library of Harrison D. Horblit, Esq., Part II. (Removed from Ridgefield, Connecticut) Early Science, Navigation and Travel, D-G. Cat. (78 illustrations, 1 in colour) 54-50.

Sotheby's The largest firm of art auctioneers in the world

Christie's 8 King Street, St. James's, London SW1Y 6QT. Tel: (01) 839 9068. TOMORROW WEDNESDAY, NOVEMBER 6th Victorian and early 19th Century Silver.

PARSONS WELCH & COWELL 125 High Street, London EC2A 4DU. THREE DAY AUCTION SALE OF FINE QUALITY FURNITURE, PAINTINGS & ANTIQUES.

PROPERTY ABROAD ITALY FOR SALE AS A WHOLE Large villa, guest house, country houses, 3 garages, church, 4 hectares building area, garden, orchard, hot-house and greenhouses.

PROPERTY ABROAD ITALY FOR SALE AS A WHOLE (continued) Beautiful 20-bedroom hotel with excellent restaurant, swimming pool, tennis court, etc.

The Times Property Columns Today's market place-use it to find your buyer Ring 01-837 3311

Bonham's Founded 1793 At the Montpellier Galleries, Montpelier Street, Knightsbridge, London SW7 1HH. Tel: 01-584 9161.

DAVID HANSFORD & COMPANY Specialist Auctioneers of Fine Modern Oriental Rug. AN EXCEPTIONAL PUBLIC AUCTION A MAGNIFICENT COLLECTION OF VERY FINE MODERN PERSIAN & ORIENTAL RUGS & CARPETS.

COUNTRY PROPERTIES EAST DEVON Large 5 bedroom farmhouse with 3 acres of land, 100 ft. frontage on the sea. Cat. 20p.

LONDON FLATS FLATS IN CHELSEA, S.W.10 IFFIELD ROAD, 2 and 3 bedrooms from £11,000. REDCLIFFE SQUARE, 1, 2 and 3 bedrooms from £12,500.

PUBLIC NOTICES CHURCH COMMISSIONERS' PASTORAL MEASURES 1974. In the Matter of the CHURCH OF ENGLAND (PASTORAL MEASURES) ACT 1974.

LONDON FLATS LUXURIOUSLY DECORATED AND COMPLETELY NEW flat of 3 bedrooms, 2 bathrooms, 2 living rooms, 2 reception rooms, etc.

PROPERTY ABROAD ITALY FOR SALE AS A WHOLE (continued) Beautiful 20-bedroom hotel with excellent restaurant, swimming pool, tennis court, etc.

DOMESTIC SITUATIONS

EXPERIENCED COUPLE REQUIRED... COOK/HOUSEKEEPER and GARDENER/HANDYMAN for SMALL COUNTRY HOUSE AND GROUNDS

Own flat in quiet cottage. Use of staff car. Other staff kept. Good salary and annual bonus. Please write or telephone - reverse charges to - Mrs. J. Hill, Rignell House, Chertsey, W.15. Tel. BICESTER 01862 3060.

HOUSEKEEPER/COOK. Aged 40 to 50. Small flat in Warwickshire. Good salary and annual bonus. Please write or telephone - reverse charges to - Mrs. J. Hill, Rignell House, Chertsey, W.15. Tel. BICESTER 01862 3060.

MRS. J. HILL. The Motheuse, Dorseting, Near Stratford-upon-Avon. TEL. STRATFORD-UPON-AVON 5931.

MILAN. English speaking mothers' help one girl 51 for one year from Dec. 1st. Age 2-3. Generous free time and salary. Tel. 01-629 1142. Wed. 6 Nov. 10.30 am-3.30 pm Interview London

EXPERIENCED BUTLER REQUIRED. If married wife might be housewife. Large Northampton. Apply with particulars of past experience to The Secretary, c/o Marquis of Northampton, Castle Ashby, Northampton, or Tel. Yardley Hastings 253.

CHAUFFEUR-VALET. Required for disabled gentleman. Must have 10-15 years' experience. Good salary and benefits. Tel. 01-629 1142. Wed. 6 Nov. 10.30 am-3.30 pm Interview London

GOVERNNESS/NURSE. 50-55 years. Wanted for 11-year-old girl in Lehampton, W.15. Salary £3,000 p.a. plus expenses. Tel. 01-629 1142. Wed. 6 Nov. 10.30 am-3.30 pm Interview London

ACTIVE MIDDLE AGED gentleman temporarily unemployed. Training required. Educated lady in home. Salary £3,000 p.a. plus expenses. Tel. 01-629 1142. Wed. 6 Nov. 10.30 am-3.30 pm Interview London

COMPANION/MANAGER. Urgently required for gentleman in W.15. Salary £3,000 p.a. plus expenses. Tel. 01-629 1142. Wed. 6 Nov. 10.30 am-3.30 pm Interview London

INTERNATIONAL SHIPPING. One of the most secure and well known in the world. We are looking for experienced salesmen. Salary £3,000 p.a. plus expenses. Tel. 01-629 1142. Wed. 6 Nov. 10.30 am-3.30 pm Interview London

WINE TRADE. An opportunity exists for an experienced salesman. Salary £3,000 p.a. plus expenses. Tel. 01-629 1142. Wed. 6 Nov. 10.30 am-3.30 pm Interview London

BOOKKEEPER in ADVERTISING WORLD. City. Excellent salary. Tel. 01-629 1142. Wed. 6 Nov. 10.30 am-3.30 pm Interview London

SENIOR RESIDENT ARCHITECT. Urgently required to supervise design and construction of a large residential development. Salary £3,000 p.a. plus expenses. Tel. 01-629 1142. Wed. 6 Nov. 10.30 am-3.30 pm Interview London

CAREER GUIDANCE. Join the thousands of all ages who have found success and satisfaction in their careers through our services. Salary £3,000 p.a. plus expenses. Tel. 01-629 1142. Wed. 6 Nov. 10.30 am-3.30 pm Interview London

MARRIED COUPLE required. One of us will be responsible for the running of a small business. Salary £3,000 p.a. plus expenses. Tel. 01-629 1142. Wed. 6 Nov. 10.30 am-3.30 pm Interview London

WIDOW WOULD LIKE to have a part-time job. Salary £3,000 p.a. plus expenses. Tel. 01-629 1142. Wed. 6 Nov. 10.30 am-3.30 pm Interview London

YOUNG ATTRACTIVE girl. Seeking a part-time job. Salary £3,000 p.a. plus expenses. Tel. 01-629 1142. Wed. 6 Nov. 10.30 am-3.30 pm Interview London

REQUIRED. A CAPABLE COUPLE. Mr and Mrs. Cook. Housekeeper and gardeners. Salary £3,000 p.a. plus expenses. Tel. 01-629 1142. Wed. 6 Nov. 10.30 am-3.30 pm Interview London

EXPERIENCED COOK. Long experience in the catering industry. Salary £3,000 p.a. plus expenses. Tel. 01-629 1142. Wed. 6 Nov. 10.30 am-3.30 pm Interview London

SKILL CLUB. Seeking a part-time job. Salary £3,000 p.a. plus expenses. Tel. 01-629 1142. Wed. 6 Nov. 10.30 am-3.30 pm Interview London

WANTED. Young man with a car. Salary £3,000 p.a. plus expenses. Tel. 01-629 1142. Wed. 6 Nov. 10.30 am-3.30 pm Interview London

WANTED. Young woman. Salary £3,000 p.a. plus expenses. Tel. 01-629 1142. Wed. 6 Nov. 10.30 am-3.30 pm Interview London

WANTED. Young man. Salary £3,000 p.a. plus expenses. Tel. 01-629 1142. Wed. 6 Nov. 10.30 am-3.30 pm Interview London

WANTED. Young woman. Salary £3,000 p.a. plus expenses. Tel. 01-629 1142. Wed. 6 Nov. 10.30 am-3.30 pm Interview London

Appointments Vacant

GENERAL VACANCIES

Arts Council of Great Britain. MARKETING OFFICER. An experienced Marketing Officer is required to be responsible to the Council's Senior Marketing Officer for promoting the Council's activities in the performing arts.

KENSINGTON & CHELSEA AND WESTMINSTER AREA HEALTH AUTHORITY. North-East District. YOUNG GRADUATES or part qualified ACCOUNTANTS wishing to obtain a professional qualification and make careers in Health Service Finance are required for the District Finance Officer's Department.

JUNIOR EXECUTIVE. Fast moving position for an O.A. level man. This is a world finance position. The successful candidate will be responsible for the day-to-day running of the Finance Department.

ADMIN. MAN. N. American firm marketing brand leading product can use your experience in sales admin. Experience. Salary £2,500 p.a. plus expenses.

INTERNATIONAL SHIPPING. One of the most secure and well known in the world. We are looking for experienced salesmen. Salary £3,000 p.a. plus expenses.

WINE TRADE. An opportunity exists for an experienced salesman. Salary £3,000 p.a. plus expenses.

BOOKKEEPER in ADVERTISING WORLD. City. Excellent salary.

SENIOR RESIDENT ARCHITECT. Urgently required to supervise design and construction of a large residential development. Salary £3,000 p.a. plus expenses.

CAREER GUIDANCE. Join the thousands of all ages who have found success and satisfaction in their careers through our services. Salary £3,000 p.a. plus expenses.

UNIVERSITY APPOINTMENTS

AUSTRALIA. Computer and the new Mathematics Building, which was opened recently. The new building is a landmark in the history of the University of Queensland. James Cook University of North Queensland. LECTURER IN BOTANY.

LECTURERS SCHOOL OF ACCOUNTANCY. The school wishes to make appointments from applicants with high academic qualifications in financial or cost accounting.

LECTURER/SENIOR LECTURER IN BUSINESS STUDIES. Applicants should have an honours degree and either a higher degree or relevant professional qualification.

PROFESSOR OF MATHEMATICS. The Department of Mathematics is seeking a Professor of Mathematics. The successful candidate will be responsible for the teaching of Mathematics in the Department.

LEGAL APPOINTMENTS. Urgently required at Conservative Club Headquarters, Westminster. Legal experience and background an asset.

MANAGEMENT AND EXECUTIVE. Operating Specialist required. See Brooks International's advertisement for full details.

Leicestershire ART GALLERIES & RECORDS SERVICE. ARTS CONSERVATION UNIT. The Unit works closely with conservation staff in the other divisions.

RESTORER/CONSERVATOR. A qualified picture restorer is required; experience of oil painting is essential.

TEXTILE RESTORER/CONSERVATOR. A trained textile conservator, with special interests and experience in costume restoration is needed.

ARTS TECHNICIAN/CRAFTSMAN. Applicants should be experienced crafters/technicians in at least two of the following areas, and willing to train in other areas.

£4,000 plus Appointments

DEPUTY GENERAL SECRETAR. The British Olympic Association. The Commonwealth Games Council for England. Applications are invited from persons with suitable qualifications within the ages of 30-45 for the post which will be filled in April/May 1975.

DIRECTOR ELECT. An exceptional opportunity is available for a Financial Consultant with experience and proved ability to our Personal Financial Planning Practice.

QUALIFIED ACCOUNTANTS. A future in North Sea Oil. Our clients, a major Petro-Chemical Group pioneering in the oil sector, seek a recently qualified Accountant A.C.A. A.C.C.A.

ROYAL COLLEGE OF NURSING. LABOUR RELATIONS. The opportunity arises for a man or woman to join the new Labour Relations Unit, which provides the members of the staff with a comprehensive service of advice, representation and so on.

PUBLIC AND EDUCATIONAL APPOINTMENTS. Imperial College of Science and Technology. RESEARCH CONTRACTS OFFICER. Applications are invited from proven administrators, preferably graduates.

DIRECTOR OF MUSIC. Royal Grammar School, Eskdale Terrace, Newcastle upon Tyne, NE2 4DX. Required for September 1975.

That's your starting salary for sure, when you join government service as an Executive Officer in Central London. 4 years later, with a promotion step-up, you could be getting £3,500.

As for job satisfaction... management responsibilities come very early indeed if you show the right abilities. And, with many government departments in which to make an executive career, you are bound to find an outlet for your particular talents.

'A' Level Students. Applications are invited for places as Student Engineers from young men and women who have, or expect to have by 1st September 1975, university entrance requirements and who will not be more than 20 years old on that date.

Please send me details of your Student Engineer Scheme. Name Mr/Miss. Address.



£4,000 plus Appointments

BROOKS INTERNATIONAL OPERATING SPECIALIST

European division of a successful and highly ethical U.S. organisation requires a special type of individual to join its staff and to assist in carrying out its assignments within all uses of British industry.

Successful candidates will be well above average intelligence, preferably aged between 26 and 35, ambitious, hard working and able to travel during the week.

Assignments are varied and challenging. The pace is demanding the financial reward substantial (a minimum of £5,000 in first year, with unusually rapid advancement to a £13,000 + p.a.).

Apply in confidence (not by telephone) enclosing up to date CV to Brooks International Corporation, 296 Regent Street, London W1R 7WF.

PUBLIC ROAD TRANSPORT

Group Research and Development Manager

Major British organisation engaged in extensive and diversified road transport operations with a multi-million pound turnover.

Reporting to the Group Executive, the task is to conceive and plan operational and marketing research projects, and to develop concepts in passenger transport.

The appointed will have a degree in a numerate discipline, and a post-graduate qualification gained through research. He will already have made significant contributions to transport science, and a keen appreciation of the commercial and economic aspects as well as the social benefits of public transport, and have the drive and leadership needed to manage and develop an important recently created department.

Preferred age range: 35-45. Location Cambridgeshire in a pleasant environment. Initial salary £7,000 plus normal benefits.

Write in confidence to

F. H. Scobie

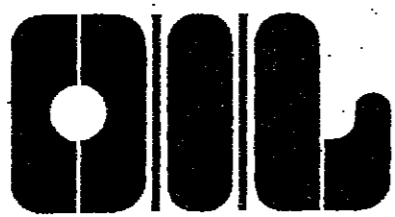
CORNWALL DABORN GARRATT LIMITED
Management and Executive Search Consultants
333-337 Grand Buildings London W.C.2.

Senior Executive Offshore Supply Bases

Inchcape Limited requires a Senior Executive to act as Deputy Manager of its Supply Base on in London.

This is an excellent career opportunity, with conditions to match. Salary, in the region of £5,000 p.a., will be dependent upon qualifications and experience.

Please write, in the first instance, to: The Personnel Manager, Ocean Inchcape Limited, 19 Bevis Marks, London EC3A 7BQ.



As we are looking for is likely in his late 30's - early 40's, the ability to sell our company's services to oil industry management senior level.

Solicitors for Company and Commercial work

Good Chance require experienced solicitor for a wide range of company, commercial financial work both U.K. and international. There are good prospects for able people. Apply, giving full details of your educational career to:

G. L. Wareham, Coward Chance, 105, Fenchurch Lane, Aldermanbury Square, London EC2V 7LD

WEST AFRICA

US soft drink company requires the services of a bilingual (English/French) ENGINEER for the Abidjan Regional Office.

ENGINEER

with bottling machinery helpful and with any high packaging equipment equally useful. Good salary, cost-of-living allowance and leave privileges. Send full resume which will be treated in strict confidence to:

Box No. 2780 D, The Times

Borough Solicitor & Secretary's Department

Chief Assistant Solicitor

Salary P02(a). £4,993-£5,538 inclusive plus £167 cost of living supplement.

An experienced Solicitor is required for this post which carries responsibility for the administration of a substantial part of the legal work of the Council. The postholder will contribute to the corporate management of the Council by attendance at officer group meetings, and will be expected to advise a major committee. There is ample opportunity to gain managerial and administrative experience. Quote ref. A.434.

Senior Assistant Solicitor

Salary P01(b). £4,200-£4,710 inclusive plus £167 cost of living supplement.

A practical Solicitor is required to provide and develop a comprehensive litigation service to the Council and to be responsible to the Principal Solicitor for the work of a group comprising one other Solicitor and five other assistants. He or she will also assist in the general management of the Legal Section, and will contribute to the corporate management of the Council by attendance at officer group meetings. The postholder will probably be required to advise a major committee of the Council and there is ample opportunity to gain managerial and administrative experience. Quote ref. A.435.

The Council offers in approved cases: temporary housing accommodation; Mortgage facilities; Legal costs up to £400; Disturbance Allowance of £100; 100 per cent removal expenses; temporary Lodging Allowance of £8 per week.

For further details please telephone Mr. J. Welchman—01-527 5544 Ext. 265. Application forms from Personnel Officer, Town Hall, Forest Road, London, E17 4JF (Tel. 527 5544 Ext. 392). Closing date 22nd November.



Deputy Borough Administrative & Legal Officer

Salary up to £7,000 plus

Applicants should be solicitors with sound local government experience and management ability. The main task will be to take charge of and to develop the Council's Legal Division. At present the Division has 27 established posts (including six solicitors). An O. & M. Review report—recently adopted in principle—proposes further posts. The Deputy will have other responsibilities within the Administrative and Legal Service and the opportunity to participate in the Council's developing corporate approach to management and forward planning.

The Council will be recommended shortly to adopt a scheme of fringe benefits for staff including mortgages, payment of legal fees for house purchase, removal expenses and disturbance allowances.

Salary scale: £5,674 to £7,148 (including London Weighting and threshold payment—currently £167.04).

For further details, job description and application form please write to the Director of Management Services, Town Hall, Erith, Kent, DA8 7TL, or telephone 01-303 7777 extension 430. Closing date: 18th November.

Bexley LONDON BOROUGH

Design Council Head of Industrial Design £5,591-£7,293

The Design Council, a Government sponsored body set up in 1944 to promote the improvement of design in the products of British industry, seeks to fill the post of Head of Industrial Design on the retirement of the present holder on 31 March 1975.

The successful applicant will become a member of the Council's senior management reporting to the Director. He or she will be responsible for the Council's day to day promotion of industrial design throughout British industry, but particularly in the consumer goods sector, and will thus be mainly responsible not only for stimulating the flow of new products into the Council's Design Index, but also for maintaining their standard of design. He will share with the Head of Engineering Design responsibility for the Council's various educational and training activities and for disseminating information on sources of design expertise.

Applicants should have a discriminating enthusiasm for industrial design, good administrative experience and the ability to communicate effectively with industrial management at all levels. The successful candidate could be a product manager or designer, or a marketing manager, or an architect, but he must have good educational qualifications. Preferred age limits 35-50. The post will be London-based, but there will be a good deal of travelling. The salary will be in the range £5,591-£7,293 p.a. The successful applicant will join a contributory pension scheme and receive approximately 5 weeks' paid holiday. For further details please write to Sir Paul Reilly, Director, Design Council, 23 Haymarket, London SW1Y 4SU.

INSTITUTE OF TERRESTRIAL ECOLOGY ANIMAL ECOLOGIST

The Institute of Terrestrial Ecology requires an experienced ecologist to work on behavioural ecology of vertebrates and, as a first task, to be responsible to the Director for the design and execution of a project on the behaviour of a group of ecologists based at Banchory, Kincardineshire, and be expected to provide expertise in behaviour studies and to advise on field work.

Candidates should have several years' experience of research, preferably on vertebrates in more than one habitat, and a wide interest in the ecology of vertebrates and their prey, including birds as well as mammals.

QUALIFICATIONS: An appropriate first or second class honours degree (or equivalent) and at least four years relevant post-graduate experience. Appointment will be to the senior Scientific Officer (Principal Scientific Officer grade according to the age, qualifications and experience of the successful applicant).

SALARY SCALES: SSO £5,157-£6,441 P50 £4,327-£5,550

Cost-of-living supplements are paid in addition to salary. Non-contributory superannuation scheme. Application forms and further particulars available from Establishment Officer, Terrestrial Ecology Research Council, Abingdon House, 27-29, Charles Cross Road, London WC1N 0AX. Please quote reference: 26 November, 1974.

NATURAL ENVIRONMENT RESEARCH COUNCIL

THE CENTRAL COUNCIL FOR EDUCATION AND TRAINING IN SOCIAL WORK

C.C.E.T.S.W. is a statutory but independent body responsible for the promotion and recognition of training courses for social workers, throughout the United Kingdom, in universities and colleges of further education.

Following re-organisation of the administrative structure, the Council invites applications from men and women with appropriate experience for the post of Records Officer.

The Records Officer will work to the Registrar, and be responsible for the preparation and maintenance of lists of training institutions, keeping lists of successful students, arrangements for the preparation of the

qualifications awarded by the Council, statistical work including data collection in relation to training, etc.

Candidates should have had some experience in the collection of information and preparation of statistics and in the management of staff. The point of entry to the salary scale will depend on the age, knowledge and experience of the person selected. A contributory superannuation scheme is available.

Further information and forms of application can be obtained from the Deputy Registrar, C.C.E.T.S.W., Clifton House, Euston Road, London WC1 2RS. The closing date for receipt of completed applications is Friday 28th November 1974.

RECORDS OFFICER

(CETSU)

Salary: £3,582 by 3 annual increments to £3,954 (including London Weighting Allowance of £381) plus "Threshold" payment currently in issue. (N.J.C. Senior Officer Grade 1)

Assistant Solicitor

PO1 (6-10) £4,488-£5,040 (Including local plusage)

Under the direction of the Assistant Secretary (legal) the Assistant Solicitor will be responsible for all the Council's legal work. The post which will provide varied and extensive experience will also offer the opportunity to become involved in the Council's committee and administrative work. The Dartford District borders the River Thames and embraces Dartford, Swanscombe and attractive rural areas in North West Kent within easy reach of London.

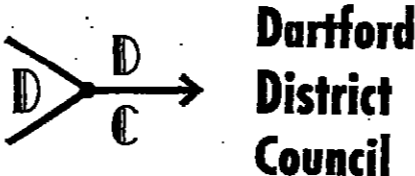
The post carries a cost of living supplement—at present £167.04 per annum.

A generous disturbance allowance/relocation scheme is in operation.

Possible assistance with housing.

Application forms, returnable by 18th November, are available from:

Mr. B. T. Urwin, Personnel Officer, Manor House, Swanscombe, Kent DA10 0BS. Tel. Greenhithe (0322) 842431, extension 14.



GWENT COUNTY COUNCIL

Assistant County Clerk

£5,823-£6,291 p.a.

Applications invited for this appointment from Local Government Officers in Wales or England (excluding London). The Solicitor appointed to this Post will be primarily concerned to lead a team responsible for servicing a group of Major Committees, including Education and Social Services, and should have wide relevant experience at a senior level in Local Government. This post carries responsibility for co-ordination.

Applications to be submitted by November 18, 1974.

Application forms and further information (where applicable) for the above vacant post can be obtained from the Personnel Section, Gwent County Council, County Hall, Cwmbran, Gwent NP4 2XH, to be returned by the date shown to the same address.

BOARD OF GOVERNORS OF THE NATIONAL HOSPITALS FOR NERVOUS DISEASES POSTGRADUATE TEACHING HOSPITAL

TREASURER

Applications are invited for the post of Treasurer from qualified accountants with wide experience in hospital or public service.

The successful candidate will be required to control a full range of financial activities, including the maintenance of a budgetary control system, the provision of management information, and will be expected to participate, with the other senior officers, in the management of this postgraduate hospital.

Salary scale £4,671-£5,760, plus £126 London Weighting Allowance.

For an application form and job description write to Geoffrey A. Robinson, Secretary to the Board of Governors, The National Hospital, Queen Square, London WC1N 3BG, or telephone 837 3611, extension 65.

Closing date for return of applications 22nd November, 1974.

THE CENTRAL RESEARCH SERVICE OF RADIO LIBERTY IN MUNICH HAS VACANCIES FOR

SOVIET AFFAIRS ANALYSTS

The analyst's main functions are to carry out research and to write infant analyses of current developments in his/her field of specialisation. In addition, the analyst will be responsible for the preparation of broadcast material to be monitored on the Department of Broadcast Material & Monitoring Service. Any analyses written for the "Radio Liberty Research Bulletin" may be published elsewhere. The analyst's native language should be English. Fluent command of Russian is essential & knowledge of German and/or French desirable. The areas of specialisation required are, in the following order of priority:

- (a) Soviet nationalities/minorities.
- (b) Soviet media (sociology or political science background, with competence in media analysis).
- (c) Soviet religious affairs.
- (d) Soviet literary and cultural affairs.
- (e) Soviet economics.
- (f) Soviet military affairs.

Applicants should possess an advanced degree, should have completed specialist work in the Soviet field, should preferably have published widely and have a demonstrated ability to write quickly and accurately. The base salary for an analyst is currently DM33,652 per annum + free housing and other benefits. Increments to the base salary may be granted to outstanding candidates.

Applicants are requested to send curriculum vitae, a list of published work and references to: Mr. J. Leitch, Radio Liberty Committee, Arabellastrasse 18, Munich 81, Germany.

COUNCIL FOR THE EDUCATION AND TRAINING OF HEALTH VISITORS

The C.E.T.H.V. is a statutory but independent body, established by the Health Visiting and Social Work (Training) Act, 1962, responsible for the promotion and approval of training courses for Health Visitors in universities, polytechnics and colleges of further education throughout the United Kingdom, the conduct of examinations and research into matters relevant to training.

Following re-organisation of the administrative structure, the Council invites applications from men and women with experience of administration and finance in a professional organisation or the public services, for the following two new appointments:

Principal Administrative Officer

Salary: £5,793 by 4 annual increments to £6,348 (including London Weighting Allowance of £381) plus "Threshold" payment currently in issue. (N.J.C. Principal Officer 2 (6-10))

The Principal Administrative Officer will act as the chief administrative officer to the Council, and be responsible to the Director for the direction of the administrative support services, arrangements for the award of qualifications to students, forecasting the Council's financial requirements, and other matters arising from the Council's statutory responsibilities.

Senior Administrative and Finance Officer

Salary: £4,071 by 4 annual increments to £4,563 (including London Weighting Allowance of £381) plus "Threshold" payment currently in issue. (N.J.C. Principal Officer 1 (1-5))

The Senior Administrative and Finance Officer will be responsible to the Principal Administrative Officer for the management of financial support services, including the preparation of estimates, the production of final accounts for submission to the Department of Health and Social Security, and for general administrative matters including general office, secretarial and personnel services, correspondence with training colleges, professional organisations and Government Departments.

In each of the above cases, the point of entry to the salary scale will depend on the age, experience and qualifications of the person selected. A contributory superannuation scheme is available.

Further information and forms of application can be obtained from the Personnel Officer to the Director, C.E.T.H.V., Clifton House, Euston Road, London NW1 2RS. The closing date for receipt of completed applications is Friday 28th November, 1974.

BOTSWANA WATER UTILITIES CORPORATION CHIEF ACCOUNTANT

To take charge of the Accounts Department, including the accounting control of divisional stores, the establishment of Divisional accounting procedures, preparation and production of all financial statistics and reports, advice on financial matters and maintenance of accounts in accordance with World Bank procedures. Candidates, between 40-45 years must be M.I.M.T.A. or equivalent; a qualification related to management, staff training, or the Law would also be advantageous. In addition the post demands extensive experience some of which must have been in the field of water supply accountancy, preferably in a senior management position. Salary including expatriation allowance will be about £7,800.

Appointment will be for a minimum of 2 years initially and a Gratuity equal to 25% of total emoluments will be paid. Other benefits include free passages, educational allowances, subsidised accommodation and generous leave.

For further particulars you should apply, giving brief details of experience to:

Crown agents

M Division, 4 Millbank, London SW1P 3JD, quoting reference number M3C/741047/TA.

BOROUGH OF BROXBORNE DEPUTY SOLICITOR

Up to £5,500 p.a.

This post offers the opportunity for an Admitted Solicitor, inside or outside Local Government, to expand his or her range of experience and undertake greater responsibility as Deputy to a Director of a busy and expanding legal department. This experience would form an excellent basis for a specialist career in the public or private sectors. The successful applicant will be personally involved in advocacy, preparing and presenting committee reports and in supervising staff engaged on conveying, litigation and contract matters. We pay generous removal expenses and housing assistance is available.

To apply write or telephone the Personnel Officer, Borough of Broxbourne, Manor House, Turners Hill, Chestnut, Waltham Cross, Herts. EN8 8LE (Waltham Cross 27933 Ext. 247).

UNIVERSITY OF CAMBRIDGE CHAIR OF MECHANICS

Applications are invited for the Professorship of Mechanics which became vacant on 1 October 1974 on the appointment of Professor E. W. Parkes as Vice-Chancellor of the City University. Candidature will be limited to persons whose work is connected with the mechanics of solid continua. Pensionable stipend £7,131.

Applications (ten copies), marked 'Confidential', should be sent by 29 November 1974 to the Secretary General of the Faculties, General Board Office, The Old Schools, Cambridge CB2 1TT.

Secretarial and General Appointments

GENERAL

CARPET SHOWROOM MANAGEMENT

LONDON'S WEST END. £2,500

An experienced person, preferably with retail furnishing sales experience and an interest in current design, is required to manage a leading carpet showroom. Aged around 35-45 years. Pension and Life Assurance. 4 weeks holiday.

Please write or telephone to: MR. E. G. PATON, Carpets International Ltd., 14-15 Berners Street, London W1P 4JN. Tel. 01-636 8284.

U.K. Subsidiary of Multinational Company. Senior Assistant, London, W.C.1. Age 25-30, requires for Membership Records, typing, knowledge of bookkeeping, typographic, excellent in all essential. Excellent for the right applicant. Salary £2,500-£3,000 p.a. 4 weeks holiday. Office Administrator, 470 London Road, Slough.

Senior Assistant, London, W.C.1. Age 25-30, requires for Membership Records, typing, knowledge of bookkeeping, typographic, excellent in all essential. Excellent for the right applicant. Salary £2,500-£3,000 p.a. 4 weeks holiday. Office Administrator, 470 London Road, Slough.

SALES ASSISTANT. with typing and preferably shorthand. Good knowledge of P.O. & C. publishing. Excellent in all essential. Excellent for the right applicant. Salary £2,500-£3,000 p.a. 4 weeks holiday. Office Administrator, 470 London Road, Slough.

INTELLIGENT GIRL FOR PUBLISHING/ADVERTISING. The independent weekly fruit trade journal is looking for a girl to run the advertising department. She will be responsible for investigating advertising opportunities, preparing copy and entering orders. She will also be responsible for the day-to-day running of the department. Salary £2,500-£3,000 p.a. 4 weeks holiday. Office Administrator, 470 London Road, Slough.

MONEY MONEY MONEY. A sound knowledge of any form of accounting administration is essential. Excellent in all essential. Excellent for the right applicant. Salary £2,500-£3,000 p.a. 4 weeks holiday. Office Administrator, 470 London Road, Slough.

A DIFFERENT LIFESTYLE! We are offering a very interesting post in a small but unusual hotel to take on your usual salary responsibility and care about the way things run. Salary negotiable but we do need a good head for figures. Phone 01-727 2776.

MANAGERIAL APPOINTMENT. £3,000 NEG. TV-Media world. W.I. Newspaper. Excellent in all essential. Excellent for the right applicant. Salary £2,500-£3,000 p.a. 4 weeks holiday. Office Administrator, 470 London Road, Slough.

PA/GIRL FRIDAY. with retail experience and will be responsible for the day-to-day running of the department. Salary £2,500-£3,000 p.a. 4 weeks holiday. Office Administrator, 470 London Road, Slough.

GRADUATE GIRLS TEMPORARY DEPARTMENT. Senior Bookkeeper required for approximately 3 months to work for international company. Excellent in all essential. Excellent for the right applicant. Salary £2,500-£3,000 p.a. 4 weeks holiday. Office Administrator, 470 London Road, Slough.

FUN JOB IN W.I. Attractive smart girl needed to work in super co. that gives information to customers on carpets, etc. Excellent in all essential. Excellent for the right applicant. Salary £2,500-£3,000 p.a. 4 weeks holiday. Office Administrator, 470 London Road, Slough.

FRIENDLY, CHEERFUL INTERVIEWER. needed to join the team at PATHFINDERS. If you have a friendly manner, you will be ideal for the job. Excellent in all essential. Excellent for the right applicant. Salary £2,500-£3,000 p.a. 4 weeks holiday. Office Administrator, 470 London Road, Slough.

GRADUATE GIRLS MARKETING ASSISTANT. £2,500-£3,000. Are you 20+ with marketing experience and a keen eye for detail? Excellent in all essential. Excellent for the right applicant. Salary £2,500-£3,000 p.a. 4 weeks holiday. Office Administrator, 470 London Road, Slough.

SELF MOTIVATED? Are you an experienced interviewer? Are you capable of commanding a high basic salary and commission? Excellent in all essential. Excellent for the right applicant. Salary £2,500-£3,000 p.a. 4 weeks holiday. Office Administrator, 470 London Road, Slough.

INTERVIEWER. An international employment agency in Oxford Circus is seeking a competent, intelligent person to handle permanent placements. Excellent in all essential. Excellent for the right applicant. Salary £2,500-£3,000 p.a. 4 weeks holiday. Office Administrator, 470 London Road, Slough.

SUNNY OUTLOOK for copy typist for friendly weather forecasting co. over 2000 hrs. £125 L.V. - £150 L.V. - £180 L.V. - £210 L.V. - £240 L.V. - £270 L.V. - £300 L.V. - £330 L.V. - £360 L.V. - £390 L.V. - £420 L.V. - £450 L.V. - £480 L.V. - £510 L.V. - £540 L.V. - £570 L.V. - £600 L.V. - £630 L.V. - £660 L.V. - £690 L.V. - £720 L.V. - £750 L.V. - £780 L.V. - £810 L.V. - £840 L.V. - £870 L.V. - £900 L.V. - £930 L.V. - £960 L.V. - £990 L.V. - £1020 L.V. - £1050 L.V. - £1080 L.V. - £1110 L.V. - £1140 L.V. - £1170 L.V. - £1200 L.V. - £1230 L.V. - £1260 L.V. - £1290 L.V. - £1320 L.V. - £1350 L.V. - £1380 L.V. - £1410 L.V. - £1440 L.V. - £1470 L.V. - £1500 L.V. - £1530 L.V. - £1560 L.V. - £1590 L.V. - £1620 L.V. - £1650 L.V. - £1680 L.V. - £1710 L.V. - £1740 L.V. - £1770 L.V. - £1800 L.V. - £1830 L.V. - £1860 L.V. - £1890 L.V. - £1920 L.V. - £1950 L.V. - £1980 L.V. - £2010 L.V. - £2040 L.V. - £2070 L.V. - £2100 L.V. - £2130 L.V. - £2160 L.V. - £2190 L.V. - £2220 L.V. - £2250 L.V. - £2280 L.V. - 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